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3
COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

February 29, 1979

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Highlights

Printing Trades Settlements. Following a week of mediated negotiations, the Council of Printing Industries of Canada (CPI) and the Graphic Arts International Union (GAIU) reached an industry-wide settlement which was ratified by members of the five locals involved on January 27. The GAIU locals continued the customary practice of co-ordinating their objectives and presented a unified bargaining package two months prior to the December 31, 1979 expiry date of the last agreement. A reduction in the time between contract expiration and new settlement (frequently not concluded until the late spring in the past) was one of the GAIU key bargaining goals. The union was also determined to gain a new cost-of-living clause, major improvements in wages and fringe benefits and retain the uncapped night shift premium set at 15 per cent of day wage rates. The negotiations involved a total of 2,200 lithographers and photoengravers employed at 58 companies in Montreal, Quebec and four Ontario locations which authorised the CPI to bargain on their behalf. The resultant settlement paved the way for a number of concurrent contract talks involving GAIU craftsmen working at independent printing firms operating in the two provinces.

The new pact, often referred to as the Eastern Canada Master Agreement, covered a two-year period and provided a general wage increase of 9.5 per cent effective January 1, 1980 and a further 10 per cent in 1981. Other features included an additional paid holiday, lower service requirements for 4 and 5 weeks' vacation, an improved bereavement leave clause and higher safety shoe allowances. The employers also agreed to increase their contributions to the GAIU health care and early retirement programs, as well as to provide higher supplemental unemployment benefits.

Meanwhile, another set of joint negotiations between the CPI and GAIU Local 28-B, representing about 700 bookbinders at 28 companies in the Toronto area, was about to resume at the mediation stage to deal with the outstanding issues. The main point of contention was the employers' wage offer which failed to meet the union proposal of reducing a growing wage disparity between men and women in the trade, due to Journeyman I positions being filled almost exclusively by male employees.

In all likelihood, the bookbinders settlement will be based on the CPI lithographers pact, which actually confirmed an earlier industry pattern established last October in the boxboard sector. This centrally negotiated two-year renewal agreement, providing a total wage increase of 19 per cent, affected about 900 GAIU-represented lithographers at six of the seven plants operated by four printing conglomerate firms in Ontario and Quebec. The contract was approved following a 24-week work stoppage mainly staged in opposition to the employers' proposed capping of night shift premiums and to back a proposal for a new dental plan. The compromise settlement of these matters provided for a fixed rate premium with no economic loss to employees and the introduction of a dental plan in the second contract year. The remaining 35 members of Local 12-L at the Bramalea plant of Rolph-Clark-Stone continued the strike that began May 4, 1979 and were joined by 88 members of Local 28-B employed at the company's finishing division in the adjacent Brampton, because the management refused to accept the industry-wide settlement. Subsequently,

the company withdrew from the joint negotiating group and changed its bargaining approach, proposing additional contract language changes before discussing economic proposals. At the end of January, the parties were awaiting a decision of the Ontario Labour Relations Board on the union's complaint of bad faith bargaining.

Colleges and Universities Faculty Settlements. Protracted negotiations between 6,500 community college faculty members and the Council of Regents, representing the 22 Colleges of Applied Arts and Technology across Ontario, produced a two-year renewal agreement replacing the previous one which expired August 31, 1979. The new agreement was narrowly ratified in mid-January by the teachers, counsellors and librarians, members of the Academic Division of the Ontario Public Service Employees Union (OPSEU), despite a lobby from 10 college locals who wanted it rejected. The settlement came as a result of renewed mediation efforts after the faculty unit voted down last November the Council's offer of a 12 per cent salary increase over two years, but refused to authorize strike action as a means of backing their proposals. At that time, the OPSEU bargaining team was seeking an average salary increase of 10 per cent in the first year and a further 8 per cent with a cost-of-living formula to protect against an inflation rate of more than 8 per cent, in the second year. The union also placed high priority on securing a new dental plan and improvements in job security and grievance procedures.

The ratified agreement provided a first year general salary increase of 7 per cent and left the second-year salary issue open for bargaining. The contract also gave the faculty members a new severance plan, an employer-paid dental plan, a relocation allowance if layoffs result in moving to a distant campus, and 8 continuous days off over Christmas with no deduction from paid vacation time. In the area of job security the contract was amended to specify requirements for bumping and recall and provide more consultation with the union in the event of lay-off. The employers also agreed to introduce a "four over five" plan permitting teachers to defer 20 per cent of their salaries for 4 years towards a leave of absence in the fifth year.

The new pact was implemented by the Council despite charges by certain of the colleges' local union representatives that the union promoted the memorandum of settlement without making it available to the teachers for scrutiny. They refused to sign the settlement and asked the College Relations Commission, which oversees collective bargaining in the community college system, to declare the ratification vote null and void. The Commission decided to postpone the approval of the results of the ballot and, by the end of January, launched an investigation into the complaints against the union.

Three other faculty renewal agreements were settled in late January between York University of Toronto and two associations representing the university's academic staff and graduate assistants. Salary increases, working conditions and job security were of major concern to both of the staff groups in the current negotiations. The 950-member Faculty Association of professors and librarians ratified a contract

concluded at the conciliation stage. The new terms provided an initial general salary increase of 7.2 per cent plus a further 5.2 per cent in the final year of the agreement extending to April 31, 1981, with career progress and merit increments increased by an average 2.8 per cent per year. The career progress increments, previously tied to the classification level, were fixed at \$795 as of May 1, 1979 and \$835 a year later. The contract also included a broader dental coverage and a new arrangement for tenure and promotion of professors.

The Graduate Assistants' Association representing York's two part-time faculty units of graduate and non-graduate students, reached a joint settlement in mediation. The resultant two separate agreements gave the 750 teaching assistants an average 9.5 per cent salary increase for the academic year ending August 31, 1980, first time paid sick and maternity leave schemes and the sought job security clause.

The York settlements were about 2 per cent higher than those accepted last year by two unionized academic staff units in Ottawa. The directly negotiated 1979-80 salary increases (resulting from salary reopener provisions in the current agreements due to expire April 30, 1980 at Carleton University and April 30, 1981 at the University of Ottawa) averaged 5.5 per cent and together with progress and merit awards amounted to 8.3 and 8.75 per cent, respectively. In mid-January, the 600 Carleton University professors and librarians reached a tentative settlement extending the current agreement to April 30, 1982 and providing a three stage salary increase of between 13 to 19 per cent. The offer included general increases of 4.6 and 4.7 per cent for the 1980-81 and 1981-82 academic years plus an additional 3.9 per cent in January 1982. The settlement also allowed two "career development" increases of 3 per cent and a 5 per cent increase each year in sabbatical allowances, previously set at 70 per cent of annual salary. The faculty negotiators agreed to the new terms in return for a guarantee that there will be no layoffs until 1982 because of declining enrolment and tighter government financing. The unresolved matters of reduced worktime and workload schemes, interdepartmental transfers and early retirement incentives were turned over to a committee for further consideration.

Faculty collective bargaining at universities is a relatively new phenomenon. At the beginning of 1980, seven of 15 Ontario universities had certified faculty staff associations and only at five of them were the teaching assistants unionized. First agreements are currently being negotiated by three separate units (professors, librarians and graduate assistants) at Lakehead University, a faculty unit at Trent, and graduate assistants units at Carleton and McMaster. Mediated talks also continued on the renewal agreements for faculty staff at the University of Windsor, graduate assistants at the University of Toronto and part-time and sessional instructors at Ryerson Polytechnical Institute. Of primary concern in these three bargaining situations were salaries, workload, seniority and, in the Windsor case, job tenure and the administration's attempts to remove a financial exigency clause which gives the faculty some protection in the event of layoff. The exclusion of the clause from the new agreement was considered by the professors as a threat to academic freedom. In all three disputes the issues precipitated strike votes before final mediation took place, but only the Ryerson instructors eventually walked off their jobs.

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FOOD AND BEVERAGE

Canada Packers Inc., York Farms Division at Brantford - Local P469, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 12, 1979 to December 11, 1981, covering 209 employees, settled at the conciliation officer stage.
Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Dec. 12/79</u>	<u>Dec. 12/80</u>	<u>June 12/81</u>
General Increases		65¢	65¢	
Additional Adjustments	25¢ for Maintenance Category 4 and 2nd & 3rd Class Engineers; 17¢ for Production Categories 7 & 8, Maintenance Categories 2 & 3, and 4th Class Engineer		25¢ for Maintenance Category 4 and 2nd & 3rd Class Engineers; 17¢ for Production Categories 7 & 8, Maintenance Categories 2 & 3, and 4th Class Engineer	
Production Category One (includes General Labour-Light)		\$5.47 (\$4.82)	\$6.12	\$6.12
Mechanical Category Four (includes Electrician "A")		\$8.21 (\$7.31)	\$8.86	\$9.11
Shift Premium:	25¢ (20¢) for work performed between 6:00 p.m. and 6:00 a.m.			
Lead Hand Premium:	25¢-55¢ (18¢-35¢).			
Saturday Premium:	\$1.50 (\$1.10).			
Paid Vacation:	Effective January 1, 1981, 4 weeks after 12 (15) years' service and 5 weeks after 20 (25) years.			
Health and Welfare:	OHIP - Employer pays \$20 per month for single coverage and \$40 per month for dependent coverage plus an additional \$2 and \$4, respectively, if the premiums increase.			

Weekly Indemnity - Weekly benefits are as follows:

Effective	<u>Dec. 12/79</u>	<u>Dec. 12/80</u>
Production Categories 1 to 3	\$117 (\$100)	\$134
Production Categories 4 to 8 and Mechanical Category I	\$132 (\$115)	\$149

	<u>Dec. 12/79</u>	<u>Dec. 12/80</u>
Mechanical Categories 2 to 4 and Engineers	\$147 (\$130)	\$164

Dental Plan - Payments are based on the 1979 (1978) Ontario
Dental Association fee schedule.

Corby Distilleries Limited at Corbyville - Local 96, Distillery Workers

(AFL-CIO/CLC): A 36-month renewal agreement effective from
October 1, 1979 to September 30, 1982, covering 232 employees,
settled at the bargaining stage. Duration of negotiations - 5
months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
General Increases		55¢	35¢	35¢
COLA Fold-in		29¢		
Skilled Trades Adjustments		10¢	10¢	5¢
General Help - Bottling Lines	\$6.93-\$7.03 (\$6.09-\$6.19)		\$7.28-\$7.38	\$7.63-\$7.73
2nd Class Engineer	\$8.34 (\$7.40)		\$8.79	\$9.19
Probationary period is 60 working days. Maximum rate for General Help is reached after 6 months.				
Cost of Living Allowance:	1¢ per 0.45 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged).			
Shift Premium:	0-20¢-30¢ (0-15¢-25¢). Effective October 1, 1980, 0-25¢-35¢.			
Paid Vacation:	3.6 (3) weeks after 5 (8) years' service, 4.6 (4) weeks after 10 (15) years, 5.6 (5) weeks after 20 years.			
Health and Welfare:	OHIP - Employer pays 100% of premium costs if employee works 1 (5) days in previous month.			
	<u>Drug Plan (new)</u> - Employer pays 100% of premium costs. Deductible of \$15 for single coverage and \$25 for family coverage. 80%/20% co-insurance.			
	<u>Dental Plan (new)</u> - Employer pays 100% of premium costs for basic plan. 80%/20% co-insurance.			
Pension Plan:	\$12.50 per month per year of service. (Previously, percentage of average final compensation times years of service.)			
Safety Shoe Allowance:	Either 1 pair of safety shoes annually to a maximum value of \$50 or 2 pairs annually to a maximum value of \$25 each. (Previously, \$10 maximum per pair towards the cost of a maximum of 2 pairs annually.)			

Clothing Allowance (new): Employer supplies 3 shirts and 2 trousers for male employees and 3 smocks or pant suits for female employees.

KNITTING MILLS

National Knitting Mills Co. Ltd. at Toronto - Local 1865, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1979 to November 30, 1981, covering 290 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/79</u>	<u>Dec. 1/80</u>
	General Increases	8.5%	8.5% non-compounded
	General Hand	\$3.88 (\$3.58)	\$4.18
	Fixers A	\$6.80 (\$6.27)	\$7.33

Shift Premium (new): 0-15¢-15¢.

Bereavement Leave: Brother-in-law and sister-in-law are added for 3 days' leave, of which 1 day is paid.

Health and Welfare: OHIP - Employer pays \$10 (\$8) per month for single coverage and \$20 (\$16) per month for dependent coverage, for employees with less than 3 years' service. Employer pays \$20 (\$16) and \$40 (\$32) respectively, for employees with over 3 years' service.

Meal Allowance: \$2.50 (\$2.00). Effective in the second year, \$3.00.

Training Allowance: 15¢ (10¢) per hour for piece-workers engaged in instructing other employees.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa* and Toronto, Ont. and Montreal, Que. - Various Locals, Graphic Arts Union (AFL-CIO/CLC) (2,200 lithography employees and photoengravers): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 5 months.

58 companies are signatory to this agreement.

*While the agreement is applicable to the Ottawa area, there are currently no companies from that area.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	9.5%	10%

	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
Floor Helper (after 6 months)	\$6.11 (\$5.58)	\$6.72
Platemaker (non- trade platemaking shop) (key industry rate)	\$12.35 (\$11.28)	\$13.59
Journeyman Pressman (4 colour press - over 1,610 mm)	\$14.40 (\$13.15)	\$15.84

Weekly Rates

Photoengraver
(Toronto & Hamilton)

Journeyman (Day Shift)	\$442.92 (\$404.49)	\$487.21
Journeyman (Night Shift)	\$496.07 (\$453.03)	\$545.68

Hours of Work: Lithographic Division - 35 per week. Photoengraving Division, Montreal - 35 per week for day shift operations, 32 1/2 for evening operations and 30 for night operations; Toronto and Hamilton - 35, 32 1/2 and 32 1/2, respectively. (All unchanged)

Paid Holidays: 1 floating day is added for a total of 11 days.

Paid Vacation: 5 weeks after 20 (22) years' service. Effective in 1981, 5 weeks after 18 years. Also, 2 weeks after 1 year, except certain employees including journeymen - 3 weeks after 1 year; all other employees - 3 weeks after 3 years (unchanged).
All employees - 4 weeks after 6 years. (Previously, 4 weeks after 8 years in the industry, 6 of which must have been with current employer.)

Bereavement Leave: 5 (3) days for spouse.

Health and Welfare: Employer Contributions To Welfare Insurance Program/Per Employee

	<u>Effective</u>	<u>With Dependents</u>	<u>Without Dependents</u>
Jan. 1/80	\$60.74	(\$57.74) per month	\$53.74 (\$52.24)
Jan. 1/81	\$66.74		\$56.74
Mar. 1/81	\$70.00		\$60.00

A portion of the above amounts will be used for payment of hospital insurance premiums for Ontario employees - \$7 single/\$ family effective January 1, 1980. \$10 single/\$20 family effective January 1, 1981. An approximate equivalent amount will be used for Medicare premiums for Quebec employees. (Previously, \$5.50/\$11.)

Long Term Disability and Supplemental Retirement Program - Effective July 1, 1981, employer contributes 5% (4%) of employee's basic day rate.

Supplemental Unemployment Benefit Plan: Earned Benefits In Excess of U.I.C. - Up to 51 weeks at 75% of regular wages to a maximum of \$125 (\$107.50) per week. No additional cost or contributions required for this improvement.

Safety Footwear Allowance: \$35 (\$30) per year for designated employees.

METAL FABRICATING

Oliver MacLeod Limited at Gravenhurst - Local 8152, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 231 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/80	Sept. 1/80	May 1/81
	General Increases	53¢	40¢	45¢
	Classification 1 (includes General Help)	\$6.23 (\$5.70)	\$6.63	\$7.08
	Classification 6 (Apprenticed Journeyman)	\$7.03 (\$6.50)	\$7.43	\$7.88
	Classification 7 (new) Certified Trades - Machine Shop	\$7.53	\$7.93	\$8.38

Paid Holidays: 1/2 day before Christmas Day and New Year's Day is added for a total of 12 days.

Pension Fund (new): Effective May 1, 1981, employer contributes 6¢ per hour.

MACHINERY

Caterpillar of Canada Ltd. at Mississauga - Local 252, Auto Workers (CLC): A 36-month renewal agreement effective from January 7, 1980 to January 7, 1983, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	Jan. 7/80	Jan. 7/81	Jan. 7/82
	General Increases	3%	3%	3%
	COLA Fold-in	\$1.56		

	<u>Jan. 7/80</u>	<u>Jan. 7/81</u>	<u>Jan. 7/82</u>
Labour Grade A (Labourer)	\$8.65 (\$6.88)	\$8.91	\$9.18
Labour Grade L (Tool and Die Maker)	\$9.86-\$11.11 (\$8.06-\$9.27)	\$10.16-\$11.44	\$10.46-\$11.71

Previous rates reflect COLA fold-ins.

Probationary period is 30 days worked. Maximum rate for Tool and Die Maker is reached on merit.

Cost of Living
Allowance:

27-cent COLA float continues.

Based on the combined United States - Canada Consumer Price Index. Quarterly adjustments of 1¢ per 0.3 change in the index 1971=100. (Basic formula is unchanged.) Effective January 7, 1982, 1¢ per 0.26 change in the index. G.M. Formula.

Shift Premium:

40¢ (35¢) per hour. Effective January 7, 1982, 45¢.

Health and
Welfare:

Life Insurance and A.D. & D. - Effective January 7, 1980, \$3,000 average increase. Benefits range from \$19,250 to \$25,700.

Vision Care Plan - Provides \$18 (\$15) every two years toward the purchase of frames, plus payment for lenses every year (previously, every 2 years), with prescription tinted lenses included (new).

Hearing Care Plan (new) - Employer pays 100% of the cost of premiums for a plan which provides 1 new hearing aid every 3 years.

Weekly Indemnity - Maximum benefit increases to \$322 (\$286) per week, payable on a 1-8-52 basis.

Dental Plan - Maximum benefit increases to \$1,000 (\$750) annually. \$800 (\$650) lifetime maximum orthodontic care.

Pension Plan:

Basic Benefit - \$16 (\$11) per month per year of service.

Provincial Crane, AMCA Heavy Equipment Limited at Niagara Falls - Local 1031, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from December 8, 1979 to December 4, 1981, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:

	<u>Dec. 8/79</u>	<u>Dec. 6/80</u>
Effective		
General Increases	9%	7%
Helper - General	\$6.70-\$7.09 (\$6.15-\$6.50)	\$7.17-\$7.59

	<u>Dec. 8/79</u>	<u>Dec. 6/80</u>
Machine Repair Man	\$8.97-\$9.32 (\$8.25-\$8.57)	\$9.58-\$9.95
Effective	<u>Apr. 4/81</u>	<u>Aug. 1/81</u>
General Increases	10¢	10¢
Helper - General	\$7.27-\$7.69	\$7.37-\$7.79
Machine Repair Man	\$9.68-\$10.05	\$9.78-\$10.15

Probationary period is 2 months. Maximum rates are reached after 9 months.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Holidays: Effective December 6, 1980, 1 additional day is added for a total of 12 days.

Bereavement Leave: 3 (1) days' paid leave on death of grandparents.

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage.

Life Insurance for Retirees - \$1,500 (\$1,000) coverage.

Weekly Indemnity - Benefits increase to \$165 (\$140) per week, payable on a 1-4-39 basis. \$140 (new) per week, payable from 40th week to 52nd week.

Dental Plan - Based on the 1979 (1978) Ontario Dental Association fee schedule. Effective December 8, 1980, based on the 1980 ODA fee schedule.

Pension Plan: Effective January 1, 1980, \$8.50 (\$7.50) per month per year of credited service since January 1, 1961.

Vesting at age 65 or after 10 years of credited service and age 35 (new).

Survivors Benefit - 50% of accrued pension at age 55 with 10 years' service (new).

TRANSPORTATION EQUIPMENT

Highway Trailers of Canada Limited at Mississauga - Local 28, Molders (AFL-CIO/CLC):
A 36-month renewal agreement effective from October 28, 1979 to October 27, 1982, covering 325 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 28/79</u>	<u>Oct. 28/80</u>	<u>Oct. 28/81</u>
General Increases		50¢	25¢	30¢

	<u>Oct. 28/79</u>	<u>Oct. 28/80</u>	<u>Oct. 28/81</u>
COLA Fold-in	\$1.16		
Additional Adjustments	Some reclassifications and new classifications		
Body Builder	\$8.18 (\$6.52)	\$8.43	\$8.73
Service Mechanic (lic.)	\$9.09 (\$7.43)	\$9.34	\$9.64
Maintenance Electrician (new)	\$9.34	\$9.59	\$9.89
Cost of Living Allowance:	Effective in 1980, 1¢ per 0.36 (0.375) rise or fall in the Consumer Price Index - 1971=100. To be adjusted quarterly (unchanged). Effective in 1981, 1¢ per 0.35 rise or fall in the CPI. Effective in 1982, 1¢ per 0.34 rise or fall in the CPI.		
Shift Premium:	0-18¢-26¢ (0-16¢-16¢).		
Lead Hand Premium:	20¢ (10¢) per hour.		
Welders Premium (new):	10¢ per hour while welding aluminum.		
Paid Rest Period:	Employees required to work a minimum of 1 hour's overtime receive a 10 minute break between the end of their regular shift and the beginning of overtime (new).		
Call-In Pay (new):	Employee receives the greater of 4 hours at his regular rate or the number of hours actually worked times the appropriate overtime rate.		
Paid Holidays:	1 additional day is added for a total of 12 days.		
Paid Vacation:	3 weeks at 6% after 6 (7) years' service and 4 weeks at 8% after 17 (18) years. Effective in 1981, 4 weeks at 8% after 15 years.		
Crown Witness Pay:	Employee receives the difference between regular salary and fees received.		
Bereavement Leave:	Grandparents are added for 1 day's paid leave.		
Paid Education Leave:	Employer contributes 1¢ per hour worked per employee towards a fund.		
Health and Welfare:	Life Insurance and A.D. & D. - \$9,000 (\$8,000) coverage. Effective November 1, 1980, \$10,000. Effective November 1, 1981 \$11,000.		

Weekly Indemnity - Benefit increases to 60% of U.I.C. maximum (previously, \$100 per week). Payable as previously, on a 1-1-8-26 basis. Effective November 1, 1980, 60% of U.I.C. maximum or \$170 per week, whichever is greater.

Long Term Disability (new) - Effective November 1, 1981, \$400 per month after a 41 week waiting period.

Dental Plan - Payments are based on the 1979 (1976) Ontario Dental Association fee schedule.

Pension Plan (new):

Basic Benefit - Effective November 1, 1980, \$4 per month per year of service. Effective November 1, 1981, \$7.

Safety Shoe Allowance:

Effective October 28, 1981, \$30 (\$25) per employee per year. Painters, foam-in-place operators, service mechanics (lic.) and service mechanics may apply twice yearly (new).

NON-METALLIC MINERAL PRODUCTS

Domglas Inc. at Brampton - Local 260, Glass and Ceramic Workers (AFL-CIO/CLC) (750 plant employees): A 24-month renewal agreement effective from December 31, 1979 to December 30, 1981, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 31/79</u>	<u>Dec. 31/80</u>
General Increases		9%	9%*
Janitor		\$6.53-\$6.69 (\$5.99-\$6.14)	\$7.12-\$7.29
Painter/Carpenter		\$7.58-\$7.96 (\$6.95-\$7.30)	\$8.26-\$8.68
Tool and Template Maker		\$7.86-\$8.29 (\$7.21-\$7.61)	\$8.57-\$9.04

Cost of Living Allowance:

*Wage rates effective December 31, 1980 will be increased by the greater of 9% or the percentage increase in the Consumer Price Index - 1971=100, during the first year of the agreement. (The previous agreement provided for a special 12% adjustment in the second year.)

Hours of Work:

Average 42 per week for continuous shift employees, 40 per week for others (unchanged).

Shift Premium:

0-16¢-22¢ (0-14¢-20¢).

Lead Hand: Premium:

25¢ (20¢) per hour more than the top-rated job under jurisdiction.

First Aid Premium:

20¢ (15¢) per hour.

Paid Holidays:

12 days (unchanged).

Paid Vacation: 4 weeks after 13 (15) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 25 years (unchanged).

Crown Witness Added to jury duty provision. Employer makes up the difference
Leave (new): between fees received and regular pay.

Health and Dental Plan (new) - Effective upon ratification, employer pays
Welfare: 100% of premium costs for a plan with basic, preventative coverage. No co-insurance. No deductible. Payments are based on the 1979 Ontario Dental Association fee schedule.

Retiree Life Insurance - \$2,000 (\$1,000) coverage.

Meal Allowance: \$2.50 (\$2).

Safety Shoe Allowance: \$20 (\$17.50) per pair. 1, 3 or 4 pairs per year depending on department. Plant maintenance employees - 3 (2) pairs per year.

Tool Allowance: \$65 (\$50) per year for employees required to own and maintain tools valued at \$175 (\$150) or over.

PETROLEUM AND COAL PRODUCTS

Gulf Canada Limited, Clarkson Refinery at Mississauga - Local 9-593, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month unscheduled wage reopener effective from February 1, 1980 to January 31, 1981, covering 475 employees, was mutually agreed upon between the parties.

Wages:	Effective	Feb. 1/80
	General Increase	10.5%*
	Labourer	\$7.96 (\$7.20)
	Mechanic #1	\$11.59 (\$10.49)
	Master Operator	\$12.55 (\$11.36)

*Previously, 7.5% as reported on page 163 of the March 1979 Report.

Shift Premium: 0-42¢-74¢ (0-38¢-67¢).

CHEMICAL AND CHEMICAL PRODUCTS

CIL Paints Inc. (York Works) at Toronto - Local 13328, Steelworkers (AFL-CIO/CLC): A 22-month renewal agreement effective from January 12, 1980 to November 15, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months. Previous agreement expired November 15, 1979.

Wages:	Effective	Jan. 12/80	Sept. 1/80	Nov. 16/80
	General Increases	10%		8%
	Classification Adjustments		0¢-71¢ due to a Job Evaluation Programme	
	Filler	\$7.03 (\$6.39)	\$7.41	\$8.00
	Resin Operator - Grade II	\$8.90 (\$8.09)	\$9.17	\$9.90

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1% per 1% rise in the Consumer Price Index - 1971=100, using October 1979 as the base index month in the first year and October 1980 in the second year. Capped at 2% in each contract year. Triggers at 11% in the first year and 9% in the second year. (Basic formula is unchanged. Previously, triggered at 6% in the first year and in the second year at the total percentage paid at the start of the second year.)

Shift Premium: 0-30¢-45¢ (0-25¢-40¢).

Safety Shoe Allowance: \$35 (\$30) per pair, once every six months.

TRANSPORTATION

Glengarry Transport Limited at Alexandria - Local 186, National Council of Canadian Labour (Ind.): A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 410 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81	Jan. 1/82
	General Increases	70¢	60¢	75¢
	Additional Adjustments	25¢ for Skilled Mechanic; 20¢ for Tire Man	20¢ for Tire Man	20¢ for Tire Man
	Tire Man	\$8.30 (\$7.40)	\$9.10	\$10.05
	Skilled Mechanic	\$10.21 (\$9.26)	\$10.81	\$11.56

Cost of Living Allowance: 10¢ (8¢) per hour and .002 (unchanged) per mile for each 1% rise in the Consumer Price Index - 1971=100, above the base Index month of September 1980. Triggers at 5% (unchanged). Payable as lump sums in November of each calendar year.

Night Shift Premium:	25¢ (12.5¢) per hour.
Chief Mechanic Premium:	75¢ (35¢) per hour over the skilled mechanic rate.
Paid Holidays:	Effective in 1981 and 1982, the employees' Birthday is added for a total of 12 days.
Health and Welfare:	<u>Life Insurance</u> - \$12,500 (\$10,000) coverage. <u>Weekly Indemnity</u> - Benefits increase to \$900 per month. (Previously, \$160 per week.) <u>Long Term Disability</u> - Benefits increase to \$900 (\$694) per month and escalate at the rate of 4% per annum.
Pension Plan:	<u>Employer Contributions</u> - Comparable to the new Teamster rates.
Clothing Allowance:	Employer contributes \$125 (\$100) per year for drivers' uniforms.
Mileage Allowance:	Effective in 1980, 21.74¢ (20.44¢) per mile. Effective in 1981, 22.94¢ per mile. Effective in 1982, 24.24¢ per mile.
Safety Shoe Allowance:	Employer contributes \$45 toward the cost of 1 pair per year. (Previously, \$35 per pair for the purchase of 2 pair per year.)
Tool Allowance:	\$200 (\$100) per year for Mechanics.

Hendrie and Company Limited, province-wide - Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/80	July 1/80	Jan. 1/81
	General Increases	60¢	20¢	40¢
	Additional Adjustments	25¢ for Mechanics and Machinery Mover Foreman		
	Truck Driver	\$8.75 (\$8.15)	\$8.95	\$9.35
	Mechanic	\$10.00 (\$9.15)	\$10.20	\$10.60
	Effective	July 1/81	Jan. 1/82	July 1/82
	General Increases	20¢	50¢	25¢
	Truck Driver	\$9.55	\$10.05	\$10.30
	Mechanic	\$10.80	\$11.30	\$11.55

Cost of Living Allowance: 9¢ per hour per 1% rise in the Consumer Price Index - 1971=100.
Effective in 1981, 10¢ per hour per 1% rise in the CPI.
Effective in 1982, 11¢ per hour per 1% rise in the CPI. Triggers at 8%. (Previously, 8¢ per hour per 1% rise in the CPI. Triggered at 5%).

Night Shift Premium: 30¢ (20¢) per hour.

Paid Holidays: New Year's Eve is added for a total of 11 days.

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Life Insurance - \$15,000 (\$10,000) coverage.
Weekly Indemnity - Benefit increases to \$190 (\$177) per week. Payable as previously, on a 1-5-15 basis. Effective in 1981, \$200. Effective in 1982, \$210.

Pension Plan: Employer Contributions - \$20 (\$15) per month. Effective in 1981, \$25. Effective in 1982, \$30.

WHOLESALE TRADE

Chrysler Canada Ltd., National Parts Depot at Mississauga - Local 1285, Auto Workers (CLC): A 35-month renewal agreement effective from January 26, 1980 to December 15, 1982 with wages retroactive to December 17, 1979, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 17/79</u>	<u>June 15/80</u>	<u>Dec. 1/80</u>
	COLA-Fold in (from previous agreement)			\$1.32*
	General Increases**		3%	
	COLA "Travel"***	24¢		
	Stockman	\$7.50 (\$7.26)	\$7.72	\$9.04
	Maintenance Man A	\$9.26 (\$9.02)	\$9.53	\$10.85
	Effective	<u>May 4/81</u>	<u>Mar. 1/82</u>	
	General Increases	3%	3%	
	Stockman	\$9.31	\$9.59	
	Maintenance Man A	\$11.18	\$11.52	

*Although \$1.32 from the previous COLA will not be incorporated into the wage structure until December 1, 1980, it will be used immediately in the calculation of all applicable compensatory benefits except Sickness and Accident benefits.

**Applied against rates in effect prior to COLA "Travel" fold-in.

***The amount of COLA that would have been forthcoming between June and September 1979, had the formula under the previous agreement been continued.

Hiring-In Rates - Start rates - 60¢ (45¢) below job rates. 25¢ (20¢) increase after 30 days. Additional 35¢ increase after 90 days of employment (unchanged). The recovery provision, or special payment, for employees attaining 6 months of seniority has been discontinued.

Cost of Living Allowance:

\$1.43 COLA generated under the previous agreement of which \$1.37 was paid as an allowance and 6¢ was diverted to other funding. 5¢ continues to float following the December 1, 1980 fold-in.

Based on the Combined United States - Canada Consumer Price Index. 1¢ per 0.3 change in the Index for the first 8 quarterly adjustments starting December 1979; thereafter 1¢ per 0.26 change for 3 subsequent adjustments starting December 1981.

Allowance generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of first 8 adjustments, 2¢ during each of last 3 adjustments. (Previous formula, 11 quarterly adjustments of 1¢ per 0.3 change. Same Index.)

Hours of Work:

40 hours per week (unchanged).

Shift Premium:

0-5%-10% (percentages unchanged).

Recall Rights:

5 years or length of seniority if greater. (Previously, maximum 3 years.)

Transfer to Higher Classification:

Employee immediately receives the full base rate of the new classification. (Previously, received 5¢ less until the start of second pay period).

Paid Holidays:

7 designated days each year plus Christmas shutdown period for a total of 43 (40) days over life of contract. Difference in total due to calendar during Christmas shutdown periods.

Paid Personal Holidays:

9 days in 1981 and 11 days in 1982 for a total of 20. (Previously, 5 days in the second year of the agreement and 7 days in the third year for a total of 12.)

Paid Vacation:

2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).

Bereavement Leave:

Grandchildren are added for 3 days' paid leave.

Jury Duty:

Provision is clarified to include coroner's jury.

Paid Education Leave (new):

Leave of absence for employees participating in union leadership courses between June 1981 and September 1984, paid from the \$240,000 fund established for all employees of Chrysler Canada Ltd.

Health and
Welfare:

Group life and disability insurance benefits continue to be wage related. Benefits per wage rate are unchanged, but the higher wage rates result in employees moving to a higher level on the benefit table. For the purpose of establishing Sickness and Accident benefits, the \$1.32 COLA will not be considered as part of the wage rate until September 21, 1981 and the impact of other wage increases will be delayed.

The following examples compare, by program, the benefit entitlements for a Stockman and Maintenance Man A effective December 17, 1979.

<u>Life Insurance</u> - Stockman	\$17,000 (\$16,500) coverage.
Maintenance Man A	\$21,500 (\$20,500) coverage.

<u>A.D. & D.</u> - Stockman	\$ 8,500 (\$ 8,250) coverage.
Maintenance Man A	\$10,750 (\$10,250) coverage.

Amounts are doubled if employee dies solely as a result of work related injuries (new).

Life Insurance for Dependants (new) - Effective July 1, 1980, optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

Accident and Sickness - Up to 52 (6) weeks of benefits for pregnancy related disabilities. Thereafter may be covered by Extended Disability benefits (new).

Extended Disability - Stockman with less than 10 years of service \$650 (\$615) per month; with 10 or more years \$710 (\$680). Maintenance Man A \$800 and \$880 (\$770 and \$845) respectively.

Total and Permanent Disability - Stockman \$340 (\$330) per month. Maintenance Man A \$430 (\$410) per month.

Transition Survivor Income Benefit - \$150-\$300 (\$125-\$250) per month for survivors without dependants; \$200-\$325 (\$175-\$275) with dependants or for surviving children without parents.

Bridge Benefit - Maximum \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Vision Care - Effective January 1, 1980, employee pays \$7.50 (20%) for purchase of lenses and frames once every 24 months. No prescription change required (new). Eligibility for coverage of contact lenses extended.

Medical Equipment - Effective January 1, 1980, coverage of prosthetic appliances and durable medical equipment extended.

Dental Plan - \$1,000 (\$750) annual maximum benefit. Effective January 1, 1980, \$800 (\$650) lifetime orthodontic maximum. Other improvements include extension of coverage to employees while on approved sick leave.

Alcoholism Abuse Program - Effective January 1, 1980, the existing program will be extended to cover expenses at approved treatment facilities upon the successful completion of treatment.

Health Care Coverage for Surviving Spouse and Dependents of an Employee who Dies as a Result of a Job Related Accident - If eligible for survivor benefits: Employer pays premiums for first 6 months; thereafter survivor may maintain coverage by paying premiums. (Previously, no premium payment by employer.)

If not eligible for survivor benefits: Employer pays premiums for all benefits held by employee, at time of death, for life of survivor or until remarriage (new).

Pension Plan:

Future Retirees

Basic Monthly Benefit Per Year of Service/Normal Retirement - Varies by wage level and commencement period of retirement.

	<u>Sept.15/79-Sept.30/80</u> <u>Retirements</u>	<u>Oct.1/80-Sept.30/81</u> <u>Retirements</u>	<u>Oct.1/81-Sept.30/82</u> <u>Retirements</u>
Oct. 1/79	\$10.75-\$11.50 (unchanged)		
Jan. 1/80	\$14.25-\$15.00		
Aug. 1/80	\$14.45-\$15.20		
Oct. 1/80	\$14.45-\$15.20	\$14.55-\$15.30	
Jan. 1/81	\$14.95-\$15.70	\$15.05-\$15.80	
Aug. 1/81	\$15.25-\$16.00	\$15.35-\$16.10	
Oct. 1/81	\$15.25-\$16.00	\$15.35-\$16.10	\$15.45-\$16.20
Jan. 1/82	\$15.85-\$16.60	\$15.95-\$16.70	\$16.05-\$16.80
May 1/82	\$17.65-\$18.40	\$17.75-\$18.50	\$17.85-\$18.60
Aug. 1/82	\$18.00-\$18.75	\$18.10-\$18.85	\$18.20-\$18.95

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years

For retirements between September 15/79 and September 30/80: Effective October 1, 1979, \$11 (unchanged). Effective January 1, 1980, \$12. Effective May 1, 1982, \$13.

For retirements between October 1/80 and September 30/81: Effective October 1, 1980, \$12. Effective January 1, 1981, \$13. Effective May 1, 1982, \$14.

For retirements between October 1/81 and September 30/82: Effective October 1, 1981, \$13. Effective May 1, 1982, \$15.

Early Retirement

With 30 years of service - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, restored at age 65.)

With age and years of service totalling 85 - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, reduced for life.)

Special Allowance - Applies to employees retiring prior to age 65 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

Sept. 15/79 - Sept. 30/80 Retirements - Effective October 1, 1979, \$700 (unchanged). Effective January 1, 1980, \$770, followed by 6 subsequent increases bringing the total to \$915 per month effective August 1, 1982.

Oct. 1/80 - Sept. 30/81 Retirements - Effective October 1, 1980, \$790, followed by 5 subsequent increases bringing the total to \$925 per month effective August 1, 1982.

Oct. 1/81 - Sept. 30/82 Retirements - Effective October 1, 1981, \$840, followed by 3 subsequent increases bringing the total to \$935 per month effective August 1, 1982.

Past Retirees

Basic Monthly Benefits Per Year of Service - All benefits, which currently range from \$9.95 to \$11.50, will be increased by \$1.30 January 1, 1980. Subsequent increases will bring the range to \$13.90-\$15.45 effective August 1, 1982.

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Effective January 1, 1980, increased by \$1. Normal reductions for early retirement or for offsetting statutory benefits apply.

Special Allowance - Applies to those retiring prior to age 65 with 30 or more years of service. All monthly benefits, which currently range from \$500 to \$700 depending on year of retirement, will be increased by \$35 to \$50 January 1, 1980. Subsequent increases will bring the range to \$690-\$865 effective August 1, 1982.

General Items

Benefit Limitation - Capped at 70% of final wage level for employees retiring under the new agreement. A similar cap for previous retirees has been removed.

Automatic Retirement Age - 70 (68). Service credit does not accumulate after age 68 unless the employee requires the additional time to achieve a minimum of 10 years of credit.

Surviving Spouse Benefits - 60% of the deceased employee's basic benefit reduced through election of the survivor spouse option. (Unchanged, but will mean larger benefits as a result of increases to employee's basic benefit.)

Special Benefit/Plant Closures or Total Discontinuation of an Operation (new) - Employees age 50 or older and laid off after November 1, 1979 will be eligible at age 55 for "mutual" retirement. Entitles employee to an unreduced pension.

Pension Credit Regained for Women Workers (new) - Up to 0.3 of a year of service credit for each pregnancy leave in the past during which the employee lost pension credit.

Supplementary
Unemployment
Benefit Plan:

Employer Contributions - Effective January 7, 1980, 2 new fund level brackets added and contribution increased by 2¢ per bracket. Ranges from 15¢-27¢ (14¢-24¢) per straight time hour worked. Effective January 5, 1981, 16¢-28¢. Effective January 4, 1982, 17¢-29¢. An additional 6¢ is contributed for time and one-half and 12¢ for double time (unchanged).

Guaranteed Benefit Account - A reserve fund which would provide SUB benefits for employees with 10 or more years of service should the regular account become deficient. Maximum contribution to this special fund by employer set at \$400 (\$200) times number of employees. Money advanced by employer is recoverable from future contributions.

Tuition Refund
Program:

Up to \$1,000 (\$900) per year for approved courses taken at accredited colleges and universities and up to \$500 (\$450) per year at all other approved institutes.

Relocation
Allowance:

Varies by distance between plants: \$500-\$845 (\$385-\$650) for single employees; \$1,125-\$1,760 (\$865-\$1,355) for married employees. The latter category now includes any employee with children residing at home.

Union
Representatives:

Hours have been increased.

Car Purchase
Rebate Program:

\$235 (\$100-\$200) on purchase of subcompact, compact or intermediate models; \$360 (\$300) for larger cars and light trucks. This provision is granted by letter of understanding.

Attendance
Committee
(new):

A joint labour/management committee will be established to investigate the problem of unwarranted absenteeism.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 330 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:

Effective	Sept. 1/79
General Increase	8.4%
Teacher - Category 1 0-5 years	\$10,656-\$14,552 (\$9,830-\$13,424)
Teacher - Category 4 0-11 years	\$13,864-\$23,374 (\$12,790-\$21,563)

Sept. 1/79

Teacher - Category 7	\$16,041-\$29,218
0-11 years	(\$14,798-\$26,954)

Health and
Welfare:

Life Insurance, OHIP, Extended Health Care, and Long Term
Disability Plan - Employer pays 80% (75%) of premium costs.

Huron County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1,
1979 to August 31, 1980, covering 380 employees, settled at the
post fact finder bargaining stage. Duration of negotiations - 1
year.

Wages:

Effective	<u>Sept. 1/79</u>
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General Increase	7.3%
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Teacher - Category D	\$11,210-\$14,970
0-6 years	(\$10,504-\$14,027)

Teacher - Category A1	\$13,140-\$22,660
0-10 years	(\$12,853-\$20,859)

Teacher - Category A4	\$15,480-\$29,000
0-10 years	(\$15,255-\$26,730)

Professional Development Fund: \$45,000 (\$34,000).

Lambton County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation (Ind.)
(700 employees): A 24-month renewal agreement effective from
September 1, 1979 to August 31, 1981, settled with mediation
assistance. Duration of negotiations - 13 months.

Wages:

Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
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Average Increase (excluding annual increments)	7.8%	8.3%
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Annual Rates

Teacher - Category 1	\$10,570-\$15,070 (\$ 9,800-\$14,000)	\$11,800-\$16,300
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Teacher - Category 4	\$13,400-\$23,300 (\$12,600-\$21,540)	\$15,100-\$25,000
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Teacher - Category 7	\$16,400-\$29,400 (\$15,300-\$27,440)	\$18,400-\$31,400
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	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Principal (Overall range of three categories)	\$26,800-\$34,200 (\$22,770-\$32,130)	\$30,600-\$36,600
Consultant	\$22,800-\$30,800 (\$21,000-\$29,000)	\$24,600-\$32,600
Health and Welfare:	<u>Life Insurance</u> - Three times annual salary to maximum \$90,000 (\$60,000).	
	<u>Dental Plan</u> - Effective September 1, 1979, based on the 1977 (1975) Ontario Dental Association fee schedule. Effective April 1, 1980, the 1978 O.D.A. fee schedule. Effective December 1, 1980, the 1979 fee schedule.	

Lincoln County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation (Ind.
(950 employees): A 12-month renewal agreement effective from
September 1, 1979 to August 31, 1980, settled at the bargaining
stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/79</u>
	<u>Annual Rates</u>	
	Teacher - Level 1 0-6 years	\$11,483-\$16,413 (\$10,925-\$15,617)
	Teacher - Level 4 0-10 years	\$14,772-\$24,749 (\$14,055-\$23,548)
	Teacher - Level 7 0-11 years	\$17,770-\$31,232 (\$16,907-\$29,715)

Cost of Living
Clause: Negotiations for rates in the next agreement will be based on a
wage grid that has been increased by one-half the increase in the
Consumer Price Index - 1971=100, between August 1979 and August
1980, limited to a maximum adjustment of 4%. (Previous provision
similar, but limited to a 4% increase in the "annualized" grid of
the 2-year contract. September 1, 1979 rates shown were increased
by that amount plus an additional 2 3/4% negotiated amount.)

Health and
Welfare: Vision Care - Employer pays premiums. (Previously covered by
U.I.C. rebate.)

Dental Plan - U.I.C. rebate used to reduce employee's share of
premiums from 20% to approximately 18% (new).

Tenure Clause: Redrafted to include the following features:

Procedure for declaring a teacher surplus.
One year placement in a supply pool with provision for retraining
and placement.
Severance pay.
Early retirement incentive.
A "4 over 5 year" leave plan.

(These provisions replace the previous clause providing permanent contract teachers with a guaranteed position with the Board.)

Northumberland and Newcastle Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 459 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80
	Increases	5%	2 1/2%
	Teacher Category 1 0-11 years	\$14,112-\$23,108 (\$12,432-\$21,616)	\$14,465-\$23,686
	Teacher Category 4 0-12 years	\$16,405-\$29,400 (\$15,316-\$28,000)	\$16,815-\$30,135
	<u>Principals</u>		
	Up to 50 teachers	\$36,809-\$39,161 (\$35,616-\$37,856)	\$37,729-\$40,140
	50 and up	\$38,220-\$40,572 (\$36,960-\$39,200)	\$39,176-\$41,586
	<u>Vice-Principals*</u>	\$33,634-\$35,280 (\$31,808-\$34,160)	\$34,474-\$36,162
	Effective	Sept. 1/80	Jan. 1/81
	Increases	5%	2 1/2%
	Teacher Category 1 0-11 years	\$15,821-\$25,123	\$16,216-\$25,751
	Teacher Category 4 0-12 years	\$18,225-\$31,641	\$18,681-\$32,432
	<u>Principals</u>		
	Up to 50 teachers	\$39,615-\$42,146	\$40,605-\$43,199
	50 and up	\$41,133-\$43,665	\$42,162-\$44,432
	<u>Vice-Principals</u>		
	0-2 years	\$36,197-\$37,969	\$37,102-\$39,918

*Varies by years of experience (previously, by number of teachers).

Professional Development Fund: \$15,600 (\$8,000). Effective September 1, 1980, \$16,700.

Peel Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (2,500 employees): A 24-month renewal agreement effective from

September 1, 1978 to August 31, 1980, settled by arbitration after a work stoppage ending in October, 1979. Duration of negotiations - 25 months.

Wages:

Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Increases	Varies	7%	1.06%
<u>Annual Rates</u>			
Teacher - Level 1 0-5 years	\$10,557-\$15,165 (\$10,267-\$14,703)	\$11,296-\$16,226	\$11,416-\$16,399
Teacher - Level 4 0-9 (8) years	\$13,070-\$22,622 (\$12,929-\$20,027)	\$13,985-\$24,209	\$14,134-\$24,462
Teacher - Level 7 0-11 (10) years	\$16,254*-\$27,928 (\$16,478-\$25,350)	\$17,392-\$29,883	\$17,576-\$30,200
Principal 0-4 years	\$32,955-\$36,309 (\$29,786-\$33,335)	\$35,262-\$38,848	\$35,636-\$39,260
Vice Principal 0-4 years	\$26,951-\$30,860 (\$24,463-\$28,012)	\$28,837-\$33,021	\$29,143-\$33,371
Consultant/ Coordinator 0-4 years	\$30,721-\$34,072 (\$28,975-\$32,524)	\$32,871-\$36,457	\$33,220-\$36,844

*Anomaly due to grid restructuring.

Health and Welfare: Dental Plan - Coverage will continue to follow current Ontario Dental Association fee schedules.

Simcoe County Board of Education - Ontario Public Service Employees' Union (NUPGE) (CLC): An 18-month renewal agreement effective from January 1, 1980 to June 30, 1981, covering 219 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Jan. 1/81</u>
General Increases		30¢*	30¢	25¢
Junior Clerk	\$4.37-\$5.21 (\$4.08-\$4.91)		\$4.67-\$5.51	\$4.92-\$5.76
Buyer	\$7.04-\$9.12 (\$6.72-\$8.82)		\$7.34-\$9.42	\$7.59-\$9.67

Probationary period is 3 consecutive months. Maximum rates are reached with 4 merit increments.

*The new minimum rates have been recalculated to provide 4 equal merit increments. (Previously, a mixture of years to maximum rates).

Paid Holidays: 1/2 day on Christmas Eve and 1/2 day on New Year's Eve are added for a total of 12 days.

Sick Leave: Retirees with 5 years of service and receiving an OMERS pension receive a gratuity, not to exceed 1/2 year's earnings (new).

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.): A
12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
General Increases		8.2%	.3%
Custodian II		\$9,154-\$10,818 (\$8,608-\$ 9,998)	\$9,186-\$10,850
Certified Tradesman		\$14,659-\$16,868 (\$13,540-\$15,590)	\$14,702-\$16,919

Probationary period is 6 months. Maximum rates are reached on merit.

Shift Premium: 0-21¢-24¢ (0-19¢-22¢).

Weekend Premium: 21¢ (18¢) per hour.

Paid Vacation: 6 weeks after 30 years' service. (Previously, 6 weeks in twenty-fifth year of service only.)

Mileage Allowance: 23¢ (20¢) per mile.

Car Allowance: \$150 (\$100) annually for maintenance man using own vehicle.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees' Union (NUPGE) (CLC)
(6,500 academic staff, librarians, and counsellors): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 22 community colleges, settled with mediation assistance. Duration of negotiations - 13 months.

Except where otherwise noted, the changes reported below will become effective following signing.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
General Increase		7%	To be negotiated
Annual Increment		\$922 (\$861-\$862)	

Annual Salaries

Instructor	\$13,215-\$22,435
0-10 steps	(\$12,350-\$20,967)

Sept. 1/79

Sept. 1/80

Teaching Masters
& Counsellors
0-16 steps

\$15,478-\$30,230
(\$14,463-\$28,252)

Librarian 1
0-6 steps

\$16,013-\$21,545
(\$14,964-\$20,135)

Librarian 2
0-6 steps

\$18,751-\$24,283
(\$17,523-\$22,694)

Hourly Rates
(Partial-Load
employee)*

\$11-\$25
(\$10-\$24)

*These employees do not receive vacation, holidays, or fringe benefits.

Paid Holidays:

6 designated days plus the period between December 25 and January 1 inclusive. (9 designated days including Christmas, Boxing Day, New Year's and 2 floats.)

Vacation:

2 months after 1 full academic year's service. Employee teaching an eleventh month will receive 1 month of vacation and be paid bonus of 10% of their regular annual salary. Employee not required to teach for more than 12 consecutive months without at least 1 month of vacation (unchanged).

Health and
Welfare:

Dental Plan (new) - Effective June 1, 1980, employer pays 100% premium costs. Plan provides for 50% co-insurance coverage of diagnostic, preventive, restorative, endodontic, periodontal, surgical and adjunctive services. Payments are based on the 19 Ontario Dental Association fee schedule. Covers employee and dependants. Maximum benefit \$1,000 per year for each insured individual with no deductible.

U.I.C. Rebates:

In recognition of improvements provided in the new agreement, a portion of U.I.C. rebate of premiums being paid to employees will be discontinued.

Maternity
Leave:

Extended to 6 months. (Previously limited to length of stipulated by statute.)

Moving
Expenses (new):

Up to \$500 to cover shipping charges for employees reassigned to a work location more than 80 kilometres away as the result of exercising placement rights following notice of lay-off.

Lay-off
Procedure:

Amended to provide more consultation with the Union at an earlier stage to provide, where possible, preference for the retention of full-time positions over part-time.

Severance
Pay (new):

1% to 25% of employee's annual salary at date of lay-off for employees with 3 to 10 or more years of service, respectively. For employees with 10 or more years, aggregate payout including sick leave credits not to exceed 50% of annual salary.

"Four For
Five" Plan
(new):

Employees may elect to be paid at 80% of normal rate for 5 years in order to take the fifth year as a leave of absence.

"Kilometrage" Allowance:	Kilometres	<u>Southern Ontario</u>	<u>Northern Ontario</u>
	0-4,000	15¢/km	15.5¢/km
	4,001-12,000	12.5¢/km	13¢/km
	over 12,000	10¢/km	10.5¢/km

The allowance will be further adjusted in line with any adjustments subsequently made between the Provincial Government and the Ontario public servants. (Previous allowance expressed in terms of miles.)

York University at Toronto - Faculty Association (Ind.) (950 academic staff employees): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>
	General Increases	7.2%	5.2%

Annual Floor Salaries

Lecturer	\$15,010 (\$14,000)	\$15,790
Assistant Professor	\$18,350 (\$17,115)	\$19,300
Associate Professor	\$22,550 (\$21,040)	\$23,720
Professor	\$29,600 (\$27,610)	\$31,140
Assistant Librarian	\$15,600 (\$14,550)	\$16,410
Senior Librarian	\$25,160 (\$23,470)	\$26,470

Annual Career Progress Increment: Effective May 1, 1979, \$795. Effective May 1, 1980, \$835. (Previously \$606-\$740, depending on classification stream.)

Merit Fund: Equivalent to 1% (0.5%) of the total unit base salaries. Dispensed by collegial assessment.

Health and Welfare: Dental Plan - Effective May 1, 1980, coverage extended to include caps, crowns, bridge work and \$1,000 (\$500) maximum per year for orthodontic services. Coverage is on a 50% co-insurance basis.

York University at Toronto - Graduate Assistants' Association (Ind.) (Part-time Faculty Unit 1, Graduate Students and Unit 2 Non-Graduate Students): Two 12-month renewal agreements effective from

September 1, 1979 to August 31, 1980, covering 800 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/79

Except for Teaching Assistantship rate, non-hourly rates are per academic session

Course Director	\$3,920 (\$3,575) per assignment
Tutor 1 (Tutorial Leader)	\$1,355 (\$1,260) per assignment
Tutor 2 (Demonstrator)	\$485 (\$450) per lab hour
Tutor 3 (Marker/Grader)	\$9.25 (\$8.75) per hour
Tutor 4 (Individual Tutor)	\$9.25 (\$8.75) per hour
Tutor 5 (College Tutor Leader)	\$1,520 (\$1,400) per assignment
Teaching Assistantship (Full Assistantship - 10 hours per week)	\$3,520 (\$3,200) per academic year
Coach (Fine Arts) (new position)	\$11 per hour

Maternity
Leave (new):

Maximum paid leave of 1/13 of period of appointment.

Sick Leave
Plan (new):

Maximum paid leave of 1/13 of period of appointment.

HEALTH AND WELFARE SERVICES

Peel Memorial Hospital at Brampton - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 387 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:

Effective

Oct. 1/78

Oct. 1/79

Increases

approx. 7%

approx. 7%
non-compounded

Classification
Adjustment

2 (1) part-time
classifications

Full-time
(monthly rates)

Graduate I 0-7 years	\$1,219.60-\$1,432.60 (\$1,129.60-\$1,329.60)	\$1,309.60-\$1,535.60
Graduate, Non Reg'd. 0-7 years	\$1,301.50-\$1,514.50 (\$1,211.50-\$1,411.50)	\$1,391.50-\$1,617.50

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
General Duty - Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,412-\$1,626 (\$1,319.94-\$1,519.94)	\$1,505-\$1,733

Part-time - Casual
(tour rates)

Graduate - Non Reg'd.	\$66.08 (\$61.51)	\$70.62
General Duty - Registered Nurse	\$69.05 (\$64.48)	\$74.93

Part-time - Regular
(hourly rates)

General Duty - Registered Nurse (0-1400 tours)	\$8.37-\$9.68	\$8.92-\$10.31
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Previous rates reflect a rollback by the Anti-Inflation Board.

*Special Start Rates - \$1,273 (\$1,190) per month for General Duty-Registered Nurse with less than 1 year of clinical experience. Effective October 1, 1979, \$1,357.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1979, 12% (10%) of basic pay for Regular Part-time employees.

Riverdale Hospital Toronto - Local 79, Canadian Union of Public Employees (CLC) (700 nurses and non-medical employees): An 18-month renewal agreement effective from April 1, 1979 to September 30, 1980, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	<u>Effective</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
General Increases			
Service Unit		6%	6.5% non-compounded
Nursing Unit		7%	7% non-compounded

	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
Additional Adjustments	\$7 per month for Soiled Linen Attendant; \$10 per month for Seamstress; \$20 per month for Food Supervisor; \$40 per month for Chef	

Monthly Rates

Maid	\$886.16-\$925.38 (\$836.00-\$873.00)	\$940.50-\$982.13
Registered Nursing Assistant	\$1,001.52-\$1,087.12 (\$ 936.00-\$1,016.00)	\$1,067.04-\$1,158.24
Registered Nurse	\$1,360-\$1,573 (\$1,271-\$1,472)	\$1,450-\$1,676

Probationary period is 60 days worked. Maximum rates for a Maid are reached after one 3-month increase, for a Registered Nursing Assistant after one 3-month and two 12-month increases and for a Registered Nurse after 7 annual increases.

Hours of Work: Office and clerical employees - 35 per week (unchanged).
Switchboard operators - 70 over a 2 week period (unchanged).
All others - Effective February 10, 1980, 37 1/2 (40) per week.

Nursing Unit

Turnover Period (new): All employees - Effective February 3, 1980, 37 1/2 (40) per week
First 15 minutes unpaid. For longer period, paid for all over-time.

Shift Premiums: Effective April 1, 1979, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift
Effective April 1, 1980, 0-\$1.85-\$1.85.

Overtime Pay: Time and one-half after 7 1/2 (8) hours per shift or 75 (80)
hours over a 2 week period for all employees except switchboard
operators and office and clerical employees.

Paid Holidays: 11 (unchanged).

Paid Vacation: Registered and Graduate Nurses - 4 weeks after 4 years
(unchanged).
All others - 4 weeks after 12 (13) years.
Physiotherapists, Occupational and Speech Therapists - 4 weeks
after 4 (13) years.
All employees - 5 weeks after 20 (25) years.

Provisions for 2 and 3 weeks of vacation have not changed.

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Full-time</u> (monthly rates)		
Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,421-\$1,646 (\$1,327.86-\$1,538.51)	\$1,514-\$1,654
<u>Part-time</u> (hourly rates)		
Registered Staff Nurse 0-1400 tours	\$8.932-\$10.116 (\$8.348-\$ 9.454)	\$9.516-\$10.778

*Special Start Rates - \$1,273 (\$1,190) per month for R.N.'s with less than 1 year of clinical experience. Effective October 1, 1979, \$1,357.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	Heritage Day replaces the floating holiday for a total of 11 days (unchanged).
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 50% of premium cost for a plan providing basic preventative coverage based on the 1979 Ontario Dental Association fee schedule.
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Wellesley Hospital at Toronto - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 360 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	<u>Effective</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Increases		approx. 7%	approx. 7% non-compounded
Graduate Nurse 0-5 years		\$1,248.85-\$1,381.47 (\$1,158.85-\$1,282.47)	\$1,338.85-\$1,480.47
Registered Staff Nurse* 0-7 years		\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

Health and
Welfare:

Dental Plan (new) - Effective the first of the month following sufficient enrollment, employer pays 50% of premiums for basic, preventative coverage. Payments are based on the 1979 Ontario Dental Association fee schedule.

Income for Workmen Compensation Recipients - Provision for use of sick leave credits to augment WCB benefits to level of normal gross pay has been deleted.

Scarborough General Hospital - Local 581, Ontario Public Service Employees Union (NUPGE) (CLC): A 24-month renewal agreement effective from June 1, 1979 to May 31, 1981, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	June 1/79	June 1/80	Jan. 1/81
General Increases		7%	7%	2% non-compounded
<u>Monthly Rates</u>				
Clerk I		\$756-\$851 (\$707-\$795)	\$809-\$911	\$824-\$928
Accounting Clerk		\$1,091 (\$1,020)	\$1,167	\$1,189

Probationary period for full-time employees is 3 months. Maximum rate for Clerk I is reached after 2 years.

Shift Premium: Effective June 1, 1979, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift.

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks (new) after 22 years.

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Responsibility Allowance: Effective June 1, 1980, \$1.85 (\$1.50) per shift.

Part-time Employees: Pay in Lieu of Fringe Benefits - Effective December 31, 1979, 6% (4%) of basic pay.

Toronto East General and Orthopaedic Hospital Inc. - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 550 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
Increases		approx. 7%	approx. 7% non-compounded

Part-time Employees

Tour Rates - Equal prevailing annual rate of corresponding full-time position divided by 260 (unchanged).

*Special Start Rates - Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for basic preventative plan. Payments are based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Women's College Hospital at Toronto - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 14 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	Graduate Nurse*	\$1,307.00 (\$1,217.35)	\$1,397.00
	Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

*Special Start Rates - Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly, Graduate Nurses receive \$1,220 (\$1,137.35) per month. Effective October 1, 1979, \$1,304 per month.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Major Medical (new) - Employer pays 100% of premium costs.

Dental Plan (new) - Employer pays 50% of premium cost for Blue Cross Dental Plan #7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Responsibility Allowance: \$2.50 (\$1.50) per tour.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees' Union (NUPGE) (CLC) (scientific and professional category) (3,790 employees): A 15-month renewal agreement effective from October 1, 1979 to December 31, 1980, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/79</u>
	General Increase	9%
	<u>Weekly Rates</u>	
	Nurse 1, General	\$294.13-\$355.50 (\$269.84-\$326.15)
	Community Planner 4	\$482.36-\$577.71 (\$442.53-\$530.01)
	Education Officer 3	\$636.76-\$794.24 (\$584.18-\$728.66)

LOCAL ADMINISTRATION

Sudbury City Corporation - Locals 6 (outside employees), 207 (office, clerical, technical employees) and 1662 (Transit Section) Canadian Union of Public Employees (CLC): Three 24-month renewal agreements* effective from January 1, 1980 to December 31, 1981, covering 3 employees, settled with mediation assistance. Duration of negotiations - 3 months.

*The previous agreements which were due to expire December 31, 1980 had reopener clauses for wages and fringe benefits effective January 1, 1980. These agreements were terminated by the Ontario Labour Relations Board effective December 31, 1979 at the request of the parties.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	95¢	20¢
	<u>Local 6</u>		
	Labourer-Permanent	\$7.25 (\$6.30)	\$7.45
	Mechanic A	\$9.28 (\$8.33)	\$9.48
	<u>Local 207</u>		
	Group 3 (includes Clerk Typist I)	\$4.46-\$5.45 (\$3.51-\$4.50)	\$4.66-\$5.65

	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
Group 14 (includes Senior Computer Programmer)	\$10.40-\$12.96 (\$ 9.45-\$12.01)	\$10.60-\$13.16

Local 1662

Serviceman	\$7.34 (\$6.39)	\$7.54
Mechanic A	\$9.72 (\$8.77)	\$9.92

Probationary period is 6 months. Maximum rates for Local 207 are reached after 4 years.

Cost of Living Allowance (new): Effective January 1, 1981, 1¢ per 0.26 increase in the Consumer Price Index - 1971=100. Adjusted March, June and September, 1981.

Shift Premium: Effective January 27, 1980, 0-22¢-28¢ (0-18¢-25¢).

Sunday Premium: Effective January 27, 1980, \$1.00 (75¢) per hour for all employees except transit operators.

Health and Welfare: Life Insurance - Effective January 1, 1981, coverage of 1 1/2 (1) times annual salary.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Vision Care - Effective January 21, 1980, maximum of \$80 (\$60) for 2 years.

Mileage Allowance: 25¢ (22¢) per mile.

ADDENDUM

November 1979 Settlement

EDUCATION AND RELATED SERVICES

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 400 employees settled with mediation assistance and ratified in November, 1979. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>
	General	7%	2.5% non-
	Increases		compounded

	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>
Junior Clerical Assistant	\$9,166-\$10,336 (\$8,566-\$ 9,660)	\$9,380-\$10,578
Librarian 6A	\$23,563-\$32,149 (\$22,022-\$30,046)	\$24,114-\$32,900

Probationary period is 6 months. Maximum rates are reached after 2 1/2 years for Junior Clerical Assistant and after 5 years for Librarian 6A.

Health and
Welfare:

OHIP, Long Term Disability and Dental Plan - Employer pays premium costs during sick leave and for 2 subsequent months. (Previously, during sick leave only.)

Dental Plan - Effective November 1, 1979, employer pays 100% of premium costs for extended coverage including endodontic, periodontal and extensive oral surgery. No deductible. 50% deductible on dentures. (Previously, basic coverage.)

Negotiations in Progress during January 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	B
Artext Woollens, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
Associated Fur Industries of Toronto, Inc., Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	400	B
Bata Industries Ltd., Bata Engineering Div., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230	B
Borg-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	325	B
Brewers Warehousing Co. Ltd. and several Breweries, province-wide	Cdn. Brewery Workers (CLC) (warehouse, retail store and production empls. and highway drivers)	3,020	B
Budd Ltd., Kitchener	Auto Workers (CLC) (production empls.)	1,200	B
Cadbury Schweppes Powell Ltd. (Cadbury Div.), Whitby	Teamsters (Ind.)	329	B
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	710	B
Canadian Appliance Manufacturing Co. Ltd., Hamilton	Electrical Workers (UE) (CLC) (production empls.)	600	B
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,700	MED
Canadian General Electric Co. Ltd., Drafting Section, Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	250	B
Canadian Red Cross Society, Blood, Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	209	CO
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323	B
Canwirco Inc., Simcoe	Steelworkers (AFL-CIO/CLC)	220	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	MED

* See page 47 for definition of codes

** Federal jurisdiction

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	650	B
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	330	PO
Controls Co. Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	335	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	CO
Dempster's Bread, Div. of Corporate Foods, Toronto	Teamsters (Ind.)	325	B
Du Pont of Canada Ltd. (Kingston Works)	Kingston Independent Nylon Workers Union (Ind.)	1,675	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	ME
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	ME
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	400	B
Durham Regional Police	Police Assn. (Ind.)	360	B
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eddy Forest Products, Wood Products Div., Nairn	Carpenters (AFL-CIO/CLC)	215	CO
Eldorado Nuclear Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	350	B
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	450	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	320	CO
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	450	CO
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	B
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,400	B
Foxhead Inn Ltd. (Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	CO

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Montenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	MED
Abriel of Canada, Toronto	Machinists (AFL-CIO/CLC)	690	B
Bodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	PCB
Bodyear Canada Inc., Toronto	Rubber Workers (AFL-CIO/CLC)	1,200	B
Bodyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	B
Great Atlantic and Pacific Tea Co. Ltd., Bakery Div., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	250	B
Halldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	MED
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PMB
Halton Regional Police	Police Assn. (Ind.)	263	B
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	MED
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550	B
Hamilton Street Railway and Canada Coach Lines	Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	745	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	MED
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	MED
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	MED
Lawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	B
L.J. Heinz Company of Canada Ltd., Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000	B
Langis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	760	B

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
International Harvester Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	1,800	
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	775	
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	490	
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	260	
Labatt's Ltd., London	CLC-Directly Chartered	474	
Labatt's Ltd., Toronto	Cdn. Brewery Workers (CLC)	311	
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	
Laura Secord, div. of Ault Foods (1975) Ltd., Scarborough	Bakery and Tobacco Workers (AFL-CIO/CLC) (full-time production empls.)	650	
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	
Lincoln County Board of Education	CUPE (CLC) (maintenance and caretaking empls.)	208	
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	212	
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	
London City Corp.	Fire Fighters (AFL-CIO/CLC)	301	
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	425	
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	
McKinlay Transport Ltd., Windsor	Teamsters (Ind.)	200	
Maple Leaf Mills Ltd., Port Colborne and Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	400	
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	5,300	
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, Unit B garage and Unit C parking control officers, cadets and matrons)	1,180	

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,960	CO
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	PFB
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	PFB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	ARB
Niagara Falls City Corp.	CUPE (CLC)	289	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	575	B
Niagara Regional Municipality (Public Works Dept., office, etc.)	CUPE (CLC)	450	MED
Niagara South Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	435	B
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	200	B
Noranda Metal Industries Ltd., Special Metals Div., Arnprior	Electrical Workers (UE) (CLC)	210	CO
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	MED
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,380	MED
North York City Corp.	CUPE (CLC) (inside empls.)	500	B
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	ARB
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	B

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	2,985	B
Ontario Government	OPSEU (NUPGE) (CLC) (general administration category)	4,735	ME
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	ME
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ME
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government	Ontario Provincial Police Assn. (Ind.) (cadets and police officers)	3,860	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	WS
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ME
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ME
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	325	B
Ontario Tank Truck Companies	Teamsters (Ind.) (drivers)	350	CO
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	500	B
Ottawa Board of Education	Employees Assn. (Ind.) (maintenance services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	AF
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	ME

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	PMB
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	PMB
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	PCB
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	PMB
Philips Electronics Ltd., Strathroy Furniture, Strathroy	Christian Labour Assn. (Ind.)	235	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	MED
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commercial Workers (AFL-CIO/CLC)	437	PCB
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	MED
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	B
Ryerson Polytechnical Institute Board of Governors	Graduate Assistants' Assn.	260	MED
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	MED
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	PCB
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	725	B
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	355	B
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	465	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	ARB

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne- St
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	A
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	560	M
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	500	P
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	M
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	885	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	A
Thomas Products Corp., Ottawa	Distributive Workers (Ind.)	200	B
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	400	B
Thunder Bay City Corp.	CUPE (CLC)	325	B
Thunder Bay City Corp.	Police Assn. (Ind.)	220	B
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	370	C
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	750	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	360	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	215	B
Toronto City Board of Education	Council of Trade Unions (maintenance and construction wokers)	423	B
Toronto City Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	4,500	M
Toronto Public Library Board	CUPE (CLC)	300	B
Union Carbide Canada Ltd. (Carbon Metal Products) Welland	Electrical Workers (UE) (CLC) (hourly empls.)	615	B

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
University Hospital, London	Service Employees (AFL-CIO/CLC)	350	B
University of Toronto	Graduate Assistants Assn. (Ind.)	1,950	CO
University of Toronto, (Libraries)	CUPE (CLC) (non-professional empls.)	390	PCB
University of Windsor	Faculty Assn. (Ind.)	550	PCB
Victoria Hospital and 13 other hospitals, London and area	Service Employees (AFL-CIO/CLC) (non- medical empls.)	3,650	B
Waterloo County Board of Education	Employees Assn. (Ind.) (office, clerical and technical empls.)	212	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	MED
Waterloo Regional Police Force	Police Assn. (Ind.)	425	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	MED
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	MED/WS
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Windsor City Corp.	Police Assn. (Ind.)	359	B
Windsor Borough Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	232	B
Windsor Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
Windsor Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	253	B
Windsor County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	310	B
Windsor County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PMB
<u>MORE THAN ONE PROVINCE</u>			
Windsor, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B

* Federal jurisdiction

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	WS
Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough, Toronto, Ont. and Montreal, Quebec and St. Andrews, Que. and the Montreal Armature Company Ltd., Montreal, Que.	Electrical Workers (IUE) (AFL-CIO/CLC)	2,400	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,790	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,410	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,110	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B

** Federal jurisdiction

Negotiations in Progress during January 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	11,615	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont. Winnipeg, Man. and Calgary and Medicine Hat, Alta.**	United Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	650	CO

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in February 1980

Employer and Location	Union	No. of Emps.
Associated Fur Industries of Toronto, Inc., Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	400
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323
Canwirco, Simcoe	Steelworkers (AFL-CIO/CLC)	220
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	330
Domtar Inc., Domtar Construction Materials (Gypsum Products), Caledonia	Steelworkers (AFL-CIO/CLC)	220
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225
Firestone Canada Inc. (Hamilton Plant and Factory Warehouse)	Rubber Workers (AFL-CIO/CLC)	1,400
Gabriel of Canada, Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	690
Goodyear Canada Factory Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240
Goodyear Tire and Rubber Company of Canada, Toronto and New Toronto	Rubber Workers (AFL-CIO/CLC)	1,200
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	260
Sault Ste Marie Board of Education	CUPE (CLC) (plant department empls.)	220
Savage Shoes (1970) Ltd., Plant No. 7, London	Clothing and Textile Workers (AFL-CIO/CLC)	214
Toronto Commercial Film Producers Assn., Toronto	Theatrical Stage Employees (AFL-CIO/CLC)	400

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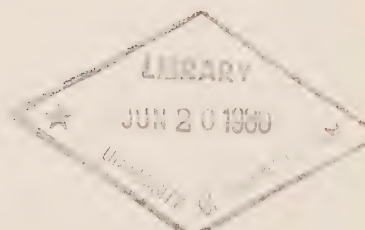


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
FEBRUARY 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

March 29, 1980

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Highlights

Electrical Products Settlements. A pattern-setting settlement for the 1980 round of bargaining in the electrical products industry was concluded in early February between Canadian General Electric Company and the United Electrical, Radio and Machine Workers (UE). The negotiations involved a renewal of the master contract affecting 5,900 hourly-rated employees at the company's plants in Peterborough and six other Ontario centres. The union's initial bargaining proposals included a two-year contract with a wage increase of \$2.40 per hour along with full cost-of-living protection. Other high priority items on the agenda were substantial improvements in pensions, insurance and medical benefits, better vacation provisions, two additional paid holidays and a seven-hour work day with no reduction in pay. The CGE offer, providing a four-stage wage increase of \$1.26 per hour over three years with cost-of-living adjustments commencing in the second year, was rejected by the UE-CGE Conference Board following the January conciliation proceedings. The final settlement, reached at the mediation stage and recommended for acceptance by the union's negotiators, was once more rejected, this time by the membership, by a 54 per cent margin. However, the strike vote fell short of the 70 per cent requirement under the union's constitution and in effect brought about an automatic acceptance of the settlement. Despite the contract approval, a 27-member unit at the Burlington plant struck for 13 days in a disagreement over local issues, but finally agreed to accept terms almost identical to those included in the master settlement.

The new three-year pact provided wage increases of between \$1.34 and \$1.89 per hour, depending on classification, in four stages commencing February 10, 1980. The workers also received retroactive payments calculated at 10 per cent of their gross earnings accumulated since December 23, 1979, when the last contract expired. Their wages were further increased by including into hourly rates an existing 37-cent cost-of-living adjustment. The present COLA provision was revised to provide 8 quarterly payments, with the initial four, beginning in September 1980, based on a .34 adjustment factor. The accumulated allowances are to be incorporated into the wage structure on the 1980 and 1981 anniversary dates of the agreement. The remaining four adjustments, starting in September 1981, will be based on a .32 improvement factor. Assuming a 10 per cent annual inflation rate, the new agreement would produce an average wage increase close to 35 per cent over three years. Other negotiated changes included a variety of benefits and working conditions improvements, such as higher shift premiums, shorter service requirements for 4 and 5 weeks' vacation, a twelfth paid holiday in 1982, increased weekly indemnity and long-term disability benefits, a broader medical and dental plan coverage and a revised and simplified pension plan. Effective in January 1980 the plan was changed over to a non-contributory, earnings-related basis from the former complicated combination of a contributory and basic scheme, and the monthly benefits were increased from a \$9 limit to a maximum of \$16 for each year of credited service.

At the end of February, mediator-assisted negotiations produced another tentative settlement covering 2,440 members of the International Union of Electrical, Radio and Machine Workers (IUE) at CGE plants in Ontario and Quebec and at the Montreal Armature Company. The resultant two renewal agreements (one for each province) since ratified by all 12 units involved, basically followed the pattern established in the earlier CGE-UE master accord, but took effect on March 5, 1980, the day after the previous contracts expired.

The terms of the CGE-UE master agreement also formed a basis for seven subsequent settlements covering a total of 450 draftsmen and methods technicians, represented by Locals 164 and 166 of the International Federation of Professional and Technical Engineers at the company plants in four Ontario locations. The tentative three-year agreements running until December 24 (methods technicians) and December 31, 1982 (draftsmen) were reached in direct bargaining in February and March and were later approved in separate ratification votes.

The established CGE pattern most likely will serve as a model for subsequent 1980 negotiations involving a number of major Ontario electrical products manufacturers, such as Canadian Admiral, Camco, G.T.E. Automatic Electric, Inglis, Philco-Ford, and RCA, whose contracts open for renewal between March and November.

Ontario Civil Service Settlements. The 1980 round of bargaining between the provincial government and 51,250 unionized civil servants represented by the Ontario Public Service Employees Union (OPSEU) initially involved eight salary agreements and two separate contracts dealing with employee benefits and working conditions. Three of the salary agreements were due for renewal September 30, 1979, while the other agreements opened up three months later. In order to link salary negotiations with bargaining for the two supplemental agreements applying to the entire group of unionized employees, the chairmen of the wage bargaining groups were assigned this year as a team to negotiate changes to the existing benefits and working conditions. In another departure from the practice followed last spring, the OPSEU membership decided that each service category would vote separately on its own salary settlement.

The union entered negotiations with salary proposals varying from 12 to 25 per cent per year for nine categories instead of the previous eight, reflecting the decision to divide the Institutional Care and Correctional Services category into its two component parts. The original bargaining unit consisted of 3,000 correctional officers at 61 jails and other detention centres and 6,300 health care workers at psychiatric hospitals and mental retardation centres across the province. The jail guards staged a two-day illegal strike to gain separate bargaining status and achieved it through an arbitrator's award after they returned to work December 5, 1979.

During the first two months of 1980, three of the nine salary categories finalized their settlements, two in mediation and one in direct bargaining. First to reach settlements were the 3,790 Scientific and Professional employees and 4,895 Administrative Services employees, who originally sought a 15 per cent increase over 12 months. The two 15-months renewal agreements, ratified at the end of January and in mid-

February respectively provided general salary increases of 9 per cent retroactive to October 1979. The Administrative unit's agreement included an extra increase on March 1, 1980, equivalent to 2 per cent for nine categories, eight of them from the provincial fire marshal's office.

The new Correctional Services bargaining unit accepted in mid-February a 27.4 per cent increase over two years in a first contract since winning the right to bargain as a separate group. The jail guards' initial proposals included a salary increase of about 25 per cent in a one-year contract to achieve parity with other law enforcement officers, particularly Ontario Provincial Police constables. This increase would have been necessary to close the widening gap between the OPP salaries and those of the correctional group. During the past five years of joint bargaining with health care workers, the disparity increased to about \$5,000 per year. The negotiated 1980-81 increases, implemented in five compounded stages over 24 months, will bring the maximum salary of Level 2 Correctional Officers (a key rate) to \$20,725 per year by July 1, 1981, falling about \$1,000 short of the current salary for a first class OPP constable.

Of the remaining six civil service categories, only the 6,400-member Maintenance Services Group reached a tentative agreement during February. The proposed one-year settlement, worked out in mediation, included an average increase of just under 9 per cent. The offer was rejected in two subsequent votes by the maintenance workers, who were seeking an average annual increase of 15 per cent consisting of a combination of dollars and percentages. The talks were turned over to arbitration following management's refusal of further mediation. Bargaining in the outstanding five salary categories moved on to mediation after direct discussions failed to produce settlements. Since then, both the Office and the Clerical Services units settled and ratified (in March) one-year agreements providing an initial salary increase of \$10 per week followed by 5 per cent effective April 1, 1980. The settlements resulted in an increase averaging 9.3 per cent for the 9,800 clerical employees and 11.6 per cent for the 7,400 office employees, as the latter received additional adjustments of \$2.50 to \$9 per week, depending on classification. Later, the Technical Services unit accepted a general increase of 7.5 per cent, retroactive to last October, plus \$10 per week in June 1980, amounting to an average of 10.6 per cent in a 15-month contract expiring at the end of 1980. The General Operational and the Institutional Care units did not ratify their settlements proposed in mediation and the two disputes have been referred to binding arbitration.

In the meantime service-wide negotiations on working conditions and employee benefits also proceeded to mediation when it became clear the parties were too far apart to settle their differences directly. Among the 100 original union proposals were better retirement benefits with a "30 and out" pension formula, improvements in health and welfare benefits, longer vacations, a reduction of the probationary period to three months and paid time off for local union representatives. The government position was to restrict certain benefits in such areas as seniority, travel time, grievance procedure and rights of unclassified employees.

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Local P293, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1979 to October 31, 1981, covering 437 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Nov.1/79	Nov. 1/80
	Increases	Greater of 10% or 67¢	Greater of 8% or 58¢
	Additional Adjustments	5¢ for Package Utility	5¢ for Package Utility
	Package Utility	\$7.13 (\$6.41)	\$7.76
	General Labour	\$7.18 (\$6.51)	\$7.76
	Grade 7 (Craftsman)	\$8.43 (\$7.66)	\$9.10
Shift Premium:	0-22¢-24¢ (0-20¢-20¢).		

Health and Welfare: Weekly Indemnity - Effective November 1, 1980, benefits of 75% of weekly earnings extended to 4 (2) weeks before UIC payments commence. Plan reactivated at termination of UIC payments.

Pension Plan: \$12 per month per year of service to a maximum of 35 years' service. (Previously 1.4% of total earnings to Maximum Government Pensionable Earnings and 2% of earnings in excess of MGPE).

Safety Shoe Allowance: \$40 (\$25) annually.

LEATHER

Florsheim Inc. (formerly Savage Shoes (1970) Limited), Plant No. 7 at London - Local 300, Clothing and Textile Workers* (AFL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1980 to February 28, 1983, covering 214 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

*The United Shoe Workers, the previous bargaining agent, merged with the Clothing and Textile Workers in March, 1979.

Wages:	Effective	March 3/80	Oct. 1/80	March 1/81
	Increases	Basic Workers-20¢ Pieceworkers-15¢		Basic Workers-21¢ Pieceworkers-16¢

	<u>March 3/80</u>	<u>Oct. 1/80</u>	<u>March 1/81</u>
COLA Fold-in	10¢	11¢	11¢
Group D (includes Floor Boy)	\$4.52 (\$4.22)	\$4.63	\$4.95
Group A (includes Utility Senior)	\$5.27 (\$4.97)	\$5.38	\$5.70
	<u>Oct. 1/81</u>	<u>March 1/82</u>	<u>Oct. 1/81</u>
Increases		Basic Workers-21¢ Pieceworkers-16¢	
COLA Fold-in	11¢	13¢	13¢
Group D (includes Floor Boy)	\$5.06	\$5.40	\$5.53
Group A (includes Utility Senior)	\$5.81	\$6.15	\$6.28

Previous rates reflect a 22-cent COLA fold-in.

Minimum Wage:	Starting hourly rates range from the Ontario minimum (plus any COLA payable) and upwards, depending on the experience, skill, competence and efficiency of the employee involved (unchanged).
Cost of Living Allowance:	1¢ per hour for each 1.0 change in the Consumer Price Index - 1971=100 and the Index base is 170.0. To be adjusted semi-annually. (Basic formula is unchanged).
Paid Holidays:	1 additional day is added for a total of 11 days.
Vacation Pay:	6% after 6 (7) years' service, 8% after 14 (20) years, 9% after 19 (25) years, 10% (new) after 25 years and 11% (new) after 29 years. Effective in 1981, 12% after 29 years. Effective June 30, 1982, 6% after 5 years.
Health and Welfare:	Life Insurance and A.D.& D. - \$8,000 (\$6,000) coverage for employees with dependents, \$4,000 (\$3,000) coverage for employees without dependents. Major Medical - \$50 deductible. Insurance pays 100% of the remainder. (Previously, deductibles of \$50 and \$100. 80% co-insurance).

TEXTILE

Artex Woollens Limited at Cambridge - Local 1153, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 8, 1979 to December 7, 1981, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 10/79</u>	<u>Feb. 28/80</u>	<u>Dec. 8/80</u>	<u>June 1/81</u>
General Increases		50¢		30¢	20¢
Additional Adjustments			20¢ per hour for General Maintenance; 15¢ per hour for Fixers		
Speckers		\$4.67 (\$4.17)	\$4.67	\$4.97	\$5.17
Loom Fixers		\$6.80 (\$6.30)	\$6.95	\$7.25	\$7.45

Wage Reopener: If the Consumer Price Index-1971=100 increases 18% above the December 1979 base, then wages will be reopened for negotiations.

Paid Holidays: Effective December 8, 1980, 1 floating day is added for a total of 12 days.

Health and Welfare: Life Insurance, Weekly Indemnity, OHIP and Blue Cross Comprehensive Health Care Plan - Effective March 1, 1980, employer pays 80% (75%) of premium costs. Effective March 1, 1981, 85%.

Extended Health Care Plan - Effective March 1, 1980, maximum claim for eyeglasses is \$70 (\$50) every two years. Effective December 8, 1980, \$80.

Du Pont Canada Inc. (Kingston Works) - Kingston Independent Nylon Workers Union
(1,460 employees): A 24-month renewal agreement effective from January 31, 1980 to January 27, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 31/80</u>	<u>Jan. 28/81</u>
Average Increases		11.3%	10%
Adjustments		Various	
Package Preparation Operator		\$7.18 (\$6.00)	\$7.89
Storesman		\$8.02 (\$7.08)	\$8.82
Stationary Engineer 2nd Class		\$9.64 (\$8.49)	\$10.61

Hours of Work: Vary (unchanged).

Shift Premium: 0-32¢-38¢ (0-26¢-32¢).

Sunday Premium: \$1.50 (\$1.20) per hour.

Lead Hand Premium: 55¢ (45¢) per hour.

Holiday Pay: Double time (time and one-half).

Paid Holidays: Third Monday in February is added for a total of 12 days.

Paid Vacation: 2 weeks after 8 months' service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 35 years (unchanged).

Meal Allowance: \$3 (\$2.50).

Safety Shoe Allowance: \$31 (\$19) plus one-third of the excess to a maximum payment of \$39 (\$24) per year.

PRIMARY METAL

Noranda Metal Industries Limited, Special Metals Division at Arnprior - Local 586,
Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81
General Increases		55¢	55¢
COLA Fold-in		8¢	
Job Class 7 (includes Material Handler)		\$5.88 (\$5.25)	\$6.43
Job Class 1 (includes Toolmaker)		\$8.53-\$8.78 (\$7.90-\$8.15)	\$9.08-\$9.33

Probationary period is 60 worked shifts. Maximum rate for Toolmaker is reached after 6 weeks.

Cost of Living Allowance: Effective January 1, 1981, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Triggered at 8%. Capped at 25¢. Calculated monthly. (1¢ per 0.35 increase in the CPI - 1971=100. Capped at 10¢).

Shift Premium: 0-30¢-33¢ (0-25¢-30¢). Effective January 1, 1981, 0-30¢-35¢.

Overtime Pay: Time and one-half after 8 hours. Double-time (new) after 12 hours.

Paid Holidays: Effective January 1, 1981, one floating day is added for a total of 11 days.

Bereavement Leave (new): 3 working days' paid leave to attend a funeral or make arrangements upon death of parent, child, spouse, brother, sister, mother-in-law or father-in-law. 1 day's paid leave if scheduled work day, upon death of brother-in-law or sister-in-law.

Health and Welfare: OHIP - Effective March 1, 1980, employer pays 90% of premium costs. (Previously employer paid \$16 monthly for single coverage and \$32 for family coverage.) Effective January 1, 1981, employer pays 100% of premium costs.

Weekly Indemnity - Effective March 1, 1980 benefits increase to \$170 (\$150) per week payable on a 1-4-52 basis. Effective January 1, 1981, \$175 per week.

Pension Plan: \$8 (\$7) per month per year of service. Effective January 1, 1981, \$9 per month.

Meal Allowance: \$3.50 (\$2.75).

Safety Shoe Allowance (new): Maximum of \$30 annually. Effective January 1, 1981, \$40 maximum.

Tool Allowance (new): \$60 per year. Effective January 1, 1981, \$75 per year.

METAL FABRICATING

Richards - Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC):
A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 320 employees, settled at the bargaining stage and ratified in January, 1980. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81
General Increases		12% plus skill differential	7% plus skill differential
General Labourer		\$7.11-\$7.35 (\$5.97-\$6.13)	\$7.62-\$7.86
Electrician, Tool and Die Maker		\$9.44-\$9.65 (\$7.49-\$7.65)	\$10.18-\$10.42

Probationary period is 60 days worked. Maximum rates are reached after 130 days worked.

Cost of Living Allowance: 3¢ per 1.0 point increase in the Consumer Price Index - 1971=100. Triggered at 209.6 in 1980. In 1981, triggered at December 1980 CPI plus 3%. Calculated monthly. (Same formula).

Paid Holidays: 1 additional day is added for a total of 13 days.

Paid Vacation: 4 weeks after 14(15) years' service and 5 weeks after 24(25) years.

Health and
Welfare:

Life Insurance and A.D. & D. - \$15,000 (\$13,000) coverage.
Effective January 1, 1981, \$16,000 coverage.

Life Insurance for Future Retirees - \$1,500 (\$1,000) coverage.

Weekly Indemnity - Benefits increase to \$175 (\$170) per week
payable on a 1-1-8-52 (1-8-52) basis. Effective January 1, 1981,
\$190 per week.

Dental Plan - Based on the 1979 (1978) Ontario Dental Association
fee schedule.

Pension Plan:

\$8 (\$6) per month per year of contributory service.

Effective January 1, 1981, early retirement supplement at age 63
of \$350 (\$250) per month.

MACHINERY

Carrier Air Conditioning Canada Limited at Bramalea - Local 575, Sheet Metal Workers
(AFL-CIO/CLC): A 24-month renewal agreement effective from
January 1, 1980 to December 31, 1981, covering 310 employees,
settled at the bargaining stage. Duration of negotiations - 2
months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	Increases	11.2% average	9% general
	Assembler B	\$6.75-\$6.91 (\$6.13-\$6.27)	\$7.38-7.53
	Maintenance A	\$8.29-\$8.53 (\$7.34-\$7.55)	\$9.04-\$9.30

Probationary period is 45 working days. Maximum rates for
Assembler B are reached after 16 weeks and for Maintenance A
after 24 weeks.

Cost of Living Allowance: 1¢ per 0.5 increase in the Consumer Price Index - 1971=100.
Triggered at 11% in 1980 and at 10% in 1981. (Same formula.
Triggered at 10%.)

Shift Premium: 0-25¢-25¢ (0-15¢-20¢)

Lead Hand Premium: 40¢ (20¢) per hour.

Paid Holidays: Effective in 1981, one additional day for a total of 12 days.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$150 (\$120) per week
payable on a 1-8-26 basis.

Pension Plan: Effective January 1, 1981, employer pays 100% of cost of
providing a pre-retirement death benefit of \$6,000 (new).

All past pensionable service based on 1979 earnings level.
(Previously, income averaging plan.)

TRANSPORTATION EQUIPMENT

Champion Spark Plug Company of Canada, Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1980 to February 1, 1983, covering 330 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective	Feb. 1/80	Feb. 1/81	Feb. 1/82
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Increases:

Hourly-rated Employees	3%	3%	3%
Incentive Employees	24¢	29¢	30¢
COLA Fold-in	\$1.70		
General Labour (Light)	\$9.105 (\$7.14)	\$9.378	\$9.659
Electrician	\$10.997 (\$ 8.977)	\$11.327	\$11.667

Hiring-In Rates - Start rates - 60¢ (40¢) below job rates. 30¢ (20¢) increase after 30 days. Goes to job rate after 60 days worked.

Cost of Living Allowance:

\$1.70 of the \$1.75 generated under the previous agreement is folded into wages on February 3, 1980 leaving a float of 5 cents.

Based on the Combined United States - Canada Consumer Price Index. 1¢ per 0.3 change in the Index for the first 8 quarterly adjustments starting March 1, 1980; thereafter, 1¢ per 0.26 change for 4 subsequent adjustments starting December 1981 through December 1982.

Allowances generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of the first 8 adjustments, 2¢ during each of the last 3 adjustments, for a total of 14¢.

(Previously, 11 quarterly adjustments of 1¢ per 0.3 change. Same Index.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-40¢-50¢ (0-30¢-40¢).

Paid Holidays: 7 designated days each year plus Christmas shutdown period for a total of 44 (41) days over life of contract. Difference in total due to calendar during Christmas shutdown periods.

Paid Personal Holidays: 5 days in 1980, 6 days in 1981 and 6 days in 1982 for a total of 17 days. (Previously, 4 days in the second year of agreement, 5 days in the third year, for a total of 9).

Sunday Bonus Holidays:	2 (1) days in each contract year for workers with one or more years' seniority.
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).
Bereavement Leave:	Grandchildren are added to definition of the immediate family for up to 3 days paid leave in the event of death.
Jury Duty:	Provision is extended to include coroner's jury (new).
Paid Education Leave (new):	Employer contributes 1/3¢ per hour worked on a quarterly basis.
Health and Welfare:	Group Life and disability insurance benefits continue to be wage related. No change in benefits per wage rate but table of benefits extended 9 levels on upper end and shortened 7 levels on lower end to accommodate higher wage rates. Overall ranges are shown below.

Life Insurance - \$17,000-\$30,000 (\$12,500-\$22,500) coverage.

Life Insurance for Dependants (new) - Effective December 1, 1980, optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

A.D. & D. - \$8,500-\$15,000 (\$6,250-\$11,250) coverage. Amount is doubled if employee dies solely as a result of work related injuries (new).

Accident and Sickness Benefits - \$200-\$335 (\$145-\$260) per week for 52 weeks.

Extended Disability Benefits - Less than 10 years of eligible service \$650-\$1,135 (\$460-\$860) per month. 10 or more years of eligible service \$710-\$1,245 (\$480-\$945) per month. \$50 per month increase in benefits to current recipients disabled prior to May 1, 1974 and ineligible for any statutory disability benefits.

Total and Permanent Disability Benefit - \$340-\$600 (\$250-\$450) per month.

Transition Survivor Income Benefits - \$175-\$300 (\$150-\$250) per month for survivors without dependants. \$200-\$325 (\$175-\$275) with dependants or for surviving children without parents.

Bridge Benefit - Maximum \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Vision Care - Effective May 1, 1980, employee pays \$7.50 (20%) for purchase of glasses once every 24 months. No prescription required for tinted lenses. (Previously, required prescription). Eligibility for coverage of contact lenses extended. Effective February 1, 1981, provision covers retirees and survivors.

Drug Plan - Coverage for new hires is effective on the first day of the fourth (third) month following date of hire on or after May 1, 1980 (1977).

Medical Equipment - Effective May 1, 1980, coverage of prosthetic appliances and durable medical equipment extended.

Dental Plan - Effective March 1, 1980, \$1,000 (\$750) annual maximum benefit per person. Effective May 1, 1980, \$800 (\$650) lifetime orthodontic maximum. Other improvements including extension of coverage to employees while on a sickness or accident leave of absence commencing on or after February 1, 1980 or May 1, 1980.

Alcoholic Abuse Program - Effective May 1, 1980, the existing program will be extended to provide coverage of cost for approved treatment facilities upon the successful completion of treatment.

Health Care Coverage for Surviving Spouse and Dependents of an Employee Who Dies as a Result of a Job Related Accident - If eligible for Survivor Benefits: Employer pays premiums for first 6 months (new); thereafter survivor may maintain coverage by paying premiums. Surviving spouse receives double the employees life insurance benefit.

If not eligible for Survivor Benefits: Employer pays premiums of all benefits held by employee at time of death, for life of survivor or until remarriage (new).

Pension Plan:

Future Retirees/Normal Retirement

Basic Monthly Benefits Per Year of Service- Varies by wage level and commencement period of retirement as follows:

Mar. 1, 1980 - Feb. 28, 1981	\$15.75-\$16.50 (\$10.75-\$11.50)
Mar. 1, 1981 - Feb. 28, 1982	\$16.30-\$17.05
Mar. 1, 1982 and after	\$17.15-\$17.90

Recipients of these benefits will have amounts periodically increased as scheduled below:

Mar. 1, 1980 - Feb. 28, 1981 retirees:	Oct. 1, 1980, 45¢
	July 1, 1981, 40¢
	July 1, 1982, 10¢

Above retirees plus

Mar. 1, 1981 - Feb. 28, 1982 retirees:	July 1, 1981, 40¢
	July 1, 1982, 10¢

Above retirees plus

Mar. 1, 1982 and after	July 1, 1982, 10¢
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Supplementary Monthly Benefits Per Year of Service/Maximum 25 Years/Normal Retirement

Payable Until Age 65 - \$13 (\$11) for retirements between October 1, 1979 and September 1, 1980. \$14 for retirements between October 1, 1980 and September 1, 1981. \$15 for retirements between October 1, 1981 and September 1, 1982. After age 65 - \$11 less any applicable statutory benefits (unchanged).

Early Retirement

With 30 years of service - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, restored at age 65.)

Retirees before age 55 with 30 or more years of service - Employees who retired between July 1, 1974 and February 1, 1977, will have both their 30 and Out and basic benefits restored to their full amounts without reduction. (Previously, reduced for life.)

With age and years of service totalling 85 - Basic and supplementary benefits actuarially reduced until age 62; then restored effective March 1, 1980. (Previously, reduced for life.)

Special Allowance - Applies to employees retiring prior to age 62 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

March 1, 1980 - February 28, 1981 retirees - \$800 (\$700) plus 3 future adjustments totalling \$115 over the life of the agreement.

March 1, 1981 - February 28, 1982 retirees - \$830 plus 2 future adjustments totalling \$95 over the remainder of the agreement.

March 1, 1982 and after retirees - \$880 plus 1 future adjustment totalling \$55 over the remainder of the agreement.

Current Retirees/Normal Retirement

Basic Monthly Benefits Per Year of Service - Effective March 1, 1980, increased by \$1.90. Thereafter 3 subsequent increases totalling \$2.05 over the life of the agreement. Benefits by end of agreement will range from \$13.90 to \$15.45 (\$9.95 to \$11.50).

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Effective October 1, 1979, increased by \$1. Normal reductions for early retirement or for offsetting statutory benefits apply.

Special Allowance - Applies to those retiring prior to age 62 with 30 or more years of service. Effective March 1, 1980, increased by \$75 per month for those who retired prior to July 1974 and by \$50 per month for retirements between February 1975 and February 1980. During the life of the agreement, 3 additional increases will add a further \$115 to the total monthly benefit.

The Special Allowance for those retired between March 1, 1974 and November 1, 1976, with 30 or more years of service will be redetermined without reduction for retirement before age 55.

General Items

Automatic Retirement Age - 70 (68). Service credit does not accumulate after age 68 unless the employee requires the additional time to achieve a minimum of 10 years of credit.

Surviving Spouse Benefits - 60% of the deceased employee's basic benefit reduced through election of the survivor spouse option. (Unchanged, but will mean larger benefits as a result of increases to employee's basic benefit).

Supplementary Unemployment Benefit Plan: Employer Contributions - Effective in January 1980, 2 new fund level brackets added and contribution increased by 2¢ for each bracket. Ranges from 15¢-27¢ (14¢-24¢) per straight time hour worked. Effective in January 1981, 16¢-28¢. Effective in January 1982, 17¢-29¢. An additional 6¢ is contributed for time and one-half and 12¢ for double time (unchanged).

Tuition Refund Program: Eligibility of 1 year's seniority eliminated.

Apprentice Tool Allowance: \$600 (\$450) over the entire training period.

Tools/Skilled Trades Allowance: Broken or damaged tools to be replaced by employer. This new provision in the master agreement is not to disturb existing local practices.

Kelsey-Hayes Canada Ltd. (Windsor Division) - Local 195, Auto Workers (CLC) (700 hourly rated employees): A 36-month renewal agreement effective from January 16, 1980 to January 14, 1983, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Jan.16/80	Jan.19/81	Jan.18/82
General Increases		3%	3%	3%
COLA Fold-in		\$1.45		
Adjustments				
Skilled Trades		25¢		
Press Operators		5¢	5¢	5¢
Labourer		\$8.64 (\$6.98)	\$8.90	\$9.17
Electrician "A"		\$10.63 (\$8.67)	\$10.95	\$11.28
Electronic Technician		\$11.15 (\$9.06)	\$11.48	\$11.82

Probationary rate for employees other than Skilled Trades - 60¢ below minimum for job (new).

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: 5¢ remains as a float following the \$1.45 fold-in. 1¢ per 0.3 change in the Consumer Price Index - 1971=100; calculated quarterly throughout. No cap or minimum. (Formula unchanged.)

COLA Diversion (new) - 1¢ per hour per quarter for first 9 quarters and 2¢ for next 3 quarters for a total of 15¢. Used to offset, in part, increased benefits.

- Shift Premium: Effective January 16, 1980, 0-35¢-45¢ (0-30¢-40¢). Effective January 19, 1981, 0-40¢-50¢. Effective January 18, 1982, 0-5%-10% with a minimum of 0-40¢-50¢ and based on paid hours worked and regular base rate. Per cent reversed for shifts switched during summer.
- Paid Holidays: General Holidays - 43 designated days over the life of the agreement.
- Paid Personal Holidays - 4 each year for a total of 12 days. Requires a minimum of 1 year of seniority. May take the holiday or 8 hours pay in lieu.
- (Previous agreement had 53 general holidays, including 13 days designated in lieu of Paid Personal Holidays, over a 36 month period. As well there were 7 designated holidays scheduled for December 1976, the first month of the 37-month agreement.)
- Paid Vacation: 2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years (all unchanged).
- Vacation Bonus (new) - Pay equivalent to 1 day the first year, 5 days the second, and an additional 5 the third. Requires minimum of 1 year of seniority.
- Paid Education Leave (new): Employer contributes 1/3¢ per hour worked. Fund to be used for education of employees in union matters.
- Health and Welfare: Life Insurance - Effective February 1, 1980, \$19,000 (\$14,500) coverage. Effective February 1, 1982, \$19,500.
- A.D. & D. - Effective February 1, 1980, \$9,500 (\$7,250) coverage. Effective February 1, 1982, \$9,750. Amounts are doubled if employee dies solely as a result of work related injuries (new).
- Life Insurance for Retirees - Effective February 1, 1980, \$3,000 (\$2,500) coverage for 10 to 20 years of service, \$3,250 (\$2,750) for 20 to 25 years of service and \$3,500 (\$3,000) for 25 or more years of service.
- Life Insurance for Dependants (new) - Effective on or before November 1, 1980, \$5,000 for spouse and \$2,000 for each dependent child. Employee pays premiums.
- Sickness and Accident - Effective February 1, 1980, \$200 per week. Effective February 1, 1981, \$210. (Previously, \$160 by contract but by mutual agreement raised to \$174 January 1, 1980 in line with U.I.C. level.)
- For pregnancy related disabilities - If total U.I.C. benefits are less than 10 (6) times the weekly S. and A. benefit, the difference will be paid by the S. and A. Plan.
- Extended Disability Monthly Benefits

<u>At work on or after</u>	<u>Less than 10 years service</u>	<u>10 or more years</u>
Feb. 1, 1980	\$595	\$695
Feb. 1, 1981	\$595	\$695
Feb. 1, 1982	\$630	\$730

(Previously a flat amount of \$525 per month.)

Transition Survivor Income Benefits - Effective February 1, 1980, for a surviving spouse with no dependants, \$300 (\$250) per month; with dependants, \$325 (\$275). For a surviving child with no parent, \$325 (\$275).

Bridge Benefit - \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Minimum amount payable for above Transition and Bridge Benefits for those eligible to receive a statutory survivor's benefit has been increased by \$25 per month.

Dental Plan - Effective May 1, 1980, orthodontic care lifetime maximum benefit increases to \$800 (\$650).

Dental coverage for employees on disability leave which commenced on or after January 16, 1980, will be continued on the same basis as other health care coverage. (Previously, employee was required to contribute.)

Vision Care - Effective May 1, 1980, maximum benefit \$50 (\$40) every 24 months. Effective May 1, 1981, \$60.

Medical Equipment - Effective May 1, 1980, coverage of prosthetic appliances and durable medical equipment to be extended.

Alcohol Abuse Treatment Benefits - Effective May 1, 1980, provided underwriting is available, expenses above OHIP incurred by an employee attending an approved treatment facility will be covered.

Extended Health Benefits - Effective May 1, 1980, audio care and nursing home coverage to be extended.

Health Care Coverage for Surviving Spouse and Dependants of an Employee who Dies as a Result of a Job Related Accident - Company-paid health care coverage will be provided, if not otherwise available, until the surviving spouse's remarriage or death. The coverage will not include Dental, Hearing Aid, or Vision Care if the employee had less than one year of seniority.

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Year of Service

<u>Effective</u>	<u>Feb. 1/80-Jan.31/81 Retirements</u>	<u>Feb. 1/81-Jan.31/82 Retirements</u>	<u>Feb. 1/82 and Later Retirements</u>
Feb. 1/80	\$16.20 (\$11)		
Feb. 1/81	\$17.00	\$17.10	
Feb. 1/82	\$17.60	\$17.70	\$17.80
Oct. 1/82	\$18.25	\$18.35	\$18.45

Supplementary Monthly Benefits Per Year of Service/Maximum 25
Years

Feb. 1/80 - Jan. 1/81 retirements: \$13 ((\$9.60)
Feb. 1/81 - Jan. 1/82 retirements: \$14
Feb. 1/82 and later retirements: \$15

Special Allowance - Applies to employees retiring prior to age 65 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum as follows:

Feb. 1/80 - Jan. 31/81 retirements: \$810 (\$700) with 3 subsequent increases bringing the total to \$915 per month effective October 1, 1982.
Feb. 1/81 - Jan. 31/82 retirements: \$860 with 2 subsequent increases bringing the total to \$925 per month effective October 1, 1982.

Feb. 1/82 and later retirements: \$895 with 1 subsequent increase bringing the total of \$935 per month effective October 1, 1982.

Current Retirees

Basic Monthly Benefit Per Year of Service - All benefits, which currently range from \$4.30 to \$9.60, will be increased by \$2.10 February 1, 1980, 75¢ February 1, 1981, 50¢ February 1, 1982 and 60¢ October 1, 1982.

Supplementary Monthly Benefit Per Year of Service/Maximum 25
Years - Effective February 1, 1980 increased by \$1 subject to reductions for early voluntary retirement prior to age 62 or for offsetting statutory benefits.

Special Allowances

For those who retired prior to January 1, 1975 benefits increase by \$85 February 1, 1980, \$45 February 1, 1981, \$30 February 1, 1982 and \$30 October 1, 1982.

For those who retired on or after January 1, 1975 benefits increase by \$60 February 1, 1980, \$45 February 1, 1981, \$30 February 1, 1982, and \$30 October 1, 1982.

General Items

Benefit Limitation - Capped at 70% of final base pay for employees retiring under the new agreement. A similar cap for previous retirees has been removed.

Service Credit Beyond Age 68 - Does not accumulate unless employee requires the additional time to achieve a minimum of 10 years of credit (new).

Special Survivor Option Benefit - Effective February 1, 1980, \$4.50 (\$3) per month per year of service. Applies for a surviving spouse of an employee who retired prior to the availability of a regular survivor option and who subsequently elected the special survivor option.

Supplementary
Unemployment
Benefit Plan:

Employer Contribution - First pay period after May 1, 1980, 13¢-23¢ (12¢-22¢) plus applicable overtime contributions. First pay period after May 1, 1981, 14¢-24¢ plus applicable overtime contributions.

Regular Benefit Maximum - \$115 (\$90) per week. Applies for those employees who have refused available work with the employer and who are no longer eligible for U.I.C. benefits.

Credit Unit Cancellation Tables - The range, which determines the rate of credit unit exchange in relation to the fund amount per employee will be increased by 10% effective May 1980 and by a further 7% May 1982.

Moving
Allowance:

<u>Kilometres between Plants</u>	<u>Single Employees</u>	<u>Married Employees</u>
80-159	\$500 (\$385)	\$1,125 (\$865)
160-479	\$560 (\$430)	\$1,240 (\$955)
480-799	\$605 (\$465)	\$1,300 (\$1,000)
800-1,599	\$735 (\$565)	\$1,535 (\$1,080)
1,600 or more	\$845 (\$650)	\$1,760 (\$1,355)

Safety Shoe
Allowance:

Effective January 16, 1980, \$20 (\$15) per year. Effective January 19, 1981, \$25. Effective January 18, 1982, \$30.

Tool Allowance
for Apprentice:

\$550 (\$450) over training period.

Tool Insurance:

\$600 (\$400) lifetime coverage for employees enrolled in the first year, \$800 for employees enrolled in the second year and \$1,000 for employees enrolled in the third year. There is a \$15 (\$10) deductible.

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton - Various Locals, Electrical Workers (U.E.)(CLC) (5,900 hourly rated plant employees): A 36-month renewal agreement effective from December 24, 1979 to December 23, 1982, settled with mediation assistance.* Duration of negotiations - 6 months.

*There was a work stoppage of short duration at a Burlington shop.

<u>Wages:</u>	<u>Effective</u>	<u>Feb.10/80</u>	<u>June 29/80</u>	<u>Dec.21/80</u>	<u>Dec.20/81</u>
COLA Fold-in		37¢		Accumul- ated COLA	Accumul- ated COLA

	<u>Feb. 10/80</u>	<u>June 29/80</u>	<u>Dec. 21/80</u>	<u>Dec. 20/81</u>
Increases** (Hourly rated employees)	63¢-\$1.18	8¢	35¢	28¢
<u>Job Rates</u>				
Light Assembly	\$7.175 (\$6.175)	\$7.255	\$7.605	\$7.885
Labourer	\$7.335 (\$6.335)	\$7.415	\$7.765	\$8.045
Tool and Die Maker	\$10.114 (\$8.564)	\$10.194	\$10.544	\$10.824

**Overall increases including COLA fold-ins for incentive workers are commensurate with those for hourly rated employees.

Retroactivity:	For employees on payroll at time of ratification or who were laid off due to lack of work after December 23, 1979 - 10% of gross earnings during period of no contract.
Cost of Living Allowance:	<p>Effective in 1980, 1¢ for each 0.34 rise in the Consumer Price Index - 1971=100, between June and September. Payment starts in October. Folded into job rates and payroll adders December 21, 1980.</p> <p>Effective in 1981, same formula. 3 quarterly adjustments starting for the period December, 1980 to March, 1981. Folded into job rates and payroll adders December 21, 1981.</p> <p>Effective in 1982, 1¢ for each 0.32 rise in the CPI. 4 quarterly adjustments starting September, 1981 to December, 1981.</p> <p>(Previous formula, 1¢ for each 0.34; calculated quarterly during last year.)</p>
Hours of Work:	40 per week (unchanged).
Shift Premium:	Effective February 10, 1980, 0-4%-6% of employee's hourly rate (0-25¢-30¢).
Call-in Pay:	Minimum 4 (3) hours.
Paid Holidays:	1 floating holiday is added in 1982 for a total of 12 days. If and when Heritage Day is legislated, it will be considered the twelfth day.
Paid Vacation:	<p>Effective in 1980, 4 weeks after 13 (14) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).</p> <p>In 1981, 4 weeks after 12 years and 5 weeks after 23 years.</p>
Bereavement Leave:	Son-in-law and daughter-in-law are added for up to 3 days' paid leave.

Court Witness
Leave (new):

Same coverage as for jury duty - compensated for any net loss in earnings.

Health and
Welfare:

Basic and Extended Medical Plan

Effective January 1, 1980, the \$10/\$20 deductible is eliminated. Coverage is extended to include medical benefits outside Canada. Retiree's coverage increases to \$30,000 (\$6,000) maximum. Spouse and dependants are covered for employees retiring after January 1, 1980. The 15% co-insurance for ambulance service is removed.

Effective January 1, 1981, coverage for hearing aids is added. Maximum claim is \$300 every 3 years.

Short Term Disability - A new 1-1-8-26 plan that pays 66 2/3 per cent of normal pre-disability earnings with no maximum. (This plan replaces a U.I.C. integrated Weekly Indemnity Plan which paid on a 1-1-8-52 basis with a maximum of \$175 per week.)

Wage Continuance Plan - Pays 66 2/3% of earnings for 4th or 5th day of absenteeism due to a non-hospitalized illness (unchanged). Eligibility after 3 months (1 year) service.

Long Term Disability Plan - To be integrated with U.I.C. and provide a benefit of 50% of pre-disability straight time earnings with no maximum. (Previously, \$500-\$600 per month less any applicable statutory benefits.)

Dental Plan - Effective January 1, 1980, coverage for restorative services extended. Effective January 1, 1981, coverage for prosthodontic services added on a 50% co-insurance basis. Effective January 1, 1980, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective January 1, 1981, the 1979 ODA fee schedule. Effective January 1, 1982, the 1980 fee schedule.

Pension Plan:

Basic Benefit Plan - New formula effective January 1, 1980. Non-contributory; earnings-related and based on best 3-year or 5-year average earnings, whichever is higher. Benefits range from \$9.60 to \$16 per month per year of service for past and future service. (Previously, based on best 5-year average with benefits ranging from \$6.20 to \$9.)

Employee contributions to the Additional Plan will cease. Existing fund will be used to provide additional payments in the form of annuities at the time of retirement. Payroll deductions previously made for the Additional Plan may now be directed to CGE Supplementary Pension Plan (savings and investment options) to buy additional annuity income.

Supplementary Benefits - Effective January 1, 1980, \$7 (\$6) per month per year of service. Effective January 1, 1981, \$8. Effective January 1, 1982, \$9.

Vested Pension Right - 10 years of service (15 years or 10 years at age 40).

Safety Shoe
Allowance:

\$35 (\$27.50) maximum per year for employees working in a designated area.

J.E. Thomas Specialties Ltd. at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A
 19-month renewal agreement effective from March 1, 1980 to October 1, 1981, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/80</u>
	Increase*	45¢
	Adjustments	10¢-\$1.30 for Maintenance Men and Skilled Trades
	COLA Fold-in	72¢
	Class A (General Assembly)	\$4.87-\$5.77 (\$3.70-\$4.60)
	Tool and Die Maker	\$8.27-\$9.57 (\$5.80-\$7.10)

Probationary period is 12 weeks. Maximum rates for General Assembly are reached upon completion of probationary period and for Tool and Die Maker after 6 months.

*This increase is in lieu of cost of living adjustments.

Cost of Living Provision: Inoperative.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,500) coverage.

Philips Electronics Limited, Strathroy Furniture Division at Strathroy - Christian Labour Association (Ind.): A 14-month renewal agreement effective from January 27, 1980 to April 4, 1981, covering 235 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 27/80</u>	<u>July 27/80</u>
	General Increases	4%	4%
	Group 4 (includes Assembler- Simple)	\$4.57 (\$4.37)	\$4.76
	Group 9 (includes Maintenance Man)	\$6.28 (\$6.01)	\$6.55

Additional Payments: Effective May 4, 1980, 5¢ per hour worked in lieu of cost of living clause. Effective July 28, 1980, November 3, 1980 and February 9, 1981, an additional 5¢ per hour respectively for a total of 20¢.

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc., Nipissing Works at North Bay - Nipissing Independent Union
(hourly-rated employees): A 21-month renewal agreement effective from February 20, 1980 to December 4, 1981, covering 286 employees, settled at the bargaining stage. Duration of negotiations - 4 months. Previous agreement expired December 4, 1979.

Wages:	Effective	<u>Feb. 20/80</u>	<u>Dec. 5/80</u>
	Increases	68¢-85¢	58¢-85¢
	Additional Adjustment	38¢ for Serviceman II (Labourer)	
	Serviceman II (Labourer)	\$7.06 (\$6.00)	\$7.74
	Mechanic - Class "A"	\$8.84 (\$8.01)	\$9.67

Settlement Pay: Employees receive full settlement pay for the period December 5, 1979 to February 19, 1980 based on the increase for all hours worked.

Shift Premium: 0-27¢-35¢ (0-24¢-32¢). Effective December 5, 1980, 0-30¢-38¢.

Sunday Premium: \$1.25 (\$1.02) per hour.

Crew Leader Premium: 37¢ (34¢) per hour. Effective December 5, 1980, 40¢.

Paid Holidays: Monday of the March school break is added for a total of 12 days.

Holiday Pay: Eligibility for holiday allowance is 0 days. (Previously, 60 consecutive days of employment).

Safety Shoe Allowance: Employer pays 100% of cost of first pair to a maximum of \$40 (\$30) per year and 50% of cost of replacement pairs in that year, to a maximum of \$20 (\$15).

TRANSPORTATION

McKinlay Transport Limited*, southwestern Ontario - Locals 141, 879, 880 and 938, Teamsters (Ind.) (general freight, drivers, dockmen, maintenance employees and mechanics): Two 37-month renewal agreements effective from October 1, 1979 to October 30, 1982, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 14 weeks.

*Formerly part of the employer bargaining group with the Motor Transport Industrial Relations Bureau of Ontario (Inc.)

Wages:	Effective	Oct. 1/79	Oct. 1/80	Oct. 1/81
General Increases		70¢	60¢	75¢
Adjustment/Skilled Classifications 1 & 2		25¢		
<u>Maintenance Agreement</u>				
Unskilled Classification - 2		\$9.16-\$9.19 (\$8.46-\$8.49)	\$9.76-\$9.79	\$10.51-\$10.54
Skilled Classification - 1		\$10.11-\$10.21 (\$9.16-\$9.26)	\$10.71-\$10.81	\$11.46-\$11.56
<u>Freight Agreement</u>				
<u>Hourly Rates</u>				
Dockman		\$8.89-\$8.94 (\$8.19-\$8.24)	\$9.49-\$9.54	\$10.24-\$10.29
Driver		\$8.99-\$9.04 (\$8.29-\$8.34)	\$9.59-\$9.64	\$10.34-\$10.39
<u>Mileage Rates - Drivers on highway operations:</u>				
Effective October 1, 1979, 21.54¢-21.94¢ (20.24¢-20.64¢) per mile, depending on number of axles. Effective October 1, 1980, 22.74¢-23.14¢. Effective October 1, 1981, 24.04¢-24.44¢. (Additional premiums for double and triple hook-ups have not changed.)				
<u>Casual, Part-time and Student Rate - \$8.50 per hour. (Previously, no rate specified in agreement.)</u>				
Cost of Living Allowance:	Triggers in any contract year in which the Consumer Price Index - 1971=100 has increased by 5%. For the remainder of the year, 10¢ per hour or 0.25¢ per mile for each further 1% increase, calculated and paid monthly. (Previously, 8¢ per hour and 0.2¢ per mile, calculated and paid annually. Same trigger.)			
Night Premiums:	Freight Agreement - 10¢ per hour (unchanged) for all hours between 7 p.m. and 3 a.m.			
	Maintenance Agreement - 50¢ (25¢) per hour for all hours between 9 p.m. and 6 a.m.			
Driver's Over-time Premium:	Effective October 1, 1979, \$5.04 (\$4.84) per hour. Effective October 1, 1980, \$5.34. Effective October 1, 1981, \$5.68. Applies to drivers on combination of mileage and hourly rates.			
Paid Holidays:	Effective October 1, 1980, 1 floating holiday is added for a total of 12 days.			
Pay for Work on a Holiday:	Appropriate overtime rate of pay (time and one-half).			

Paid Vacation:	5 weeks after 18 (20) years' service and 6 weeks (new) after 25 years. 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged).
Health and Welfare:	Employer Contribution - \$82 (\$72) per month per employee. Effective October 1, 1980, \$92. Effective October 1, 1981, \$102 OHIP - If discontinued by Provincial Government, the employer's premium contributions will be diverted to the appropriate Local Union Health and Welfare Plan (new).
Pension Plan:	Employer Contribution - \$135 (\$110) per month per employee. Effective October 1, 1980, \$160. Effective October 1, 1981, \$185.
Meal Allowance:	Freight Agreement - \$8 (\$6) for drivers per lay-over when required to sleep away from home. On a holiday or a Sunday, \$10 (\$8.50). Maintenance Agreement - \$5 (\$3).
Prescription Safety Glasses:	Maintenance Agreement - Employer pays \$50 (\$40) towards the cost.
Tool Allowance:	Maintenance Agreement - \$4 (\$2) per week, paid twice annually.
Limitation on Part-time Employees (new):	Effective October 1, 1979, if total hours worked by part-time employees in any calendar week exceed 15% of the product of 40 hours times the number of regular employees on the dock department seniority list, the employer will hire an additional employee. Effective October 1, 1980, 10%.

ELECTRIC POWER, GAS AND WATER UTILITIES

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly-rated, clerical and technical employees): Two 24-month renewal agreements effective from February 1, 1980 to January 31, 1982, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Feb. 1/80	Feb. 1/81
	General Increases	10%	8%*
	Labourer	\$8.71-\$8.92 (\$7.92-\$8.11)	
	Journeyman A	\$11.74 (\$10.67)	
	<u>Weekly Rates</u>		
	Clerk Grade 1	\$210.25-\$307.95 (\$191.15-\$279.95)	
	Technical Assistant Grade 3	\$456.90-\$529.45 (\$415.35-\$481.30)	

Probationary period is 6 months. Maximum rates are reached on merit.

*This increase will be equivalent to the increase in the Consumer Price Index between January 1980 and January 1981 with a minimum increase of 8%.

Cost of Living Allowance:	Effective in second year of contract, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 9%. Payable quarterly (same formula).
Overtime Pay:	Double time for all overtime hours worked. (Previously time and one-half for the first 2 hours.)
Paid Holiday:	Employees with 3 months' service are eligible for floating holiday. (Previously no service requirements).
Paid Vacation:	3 (2) weeks in and from calendar year following hire, 4 weeks in and from 8 (10) years' service, 5 weeks in and from 18 (20) years and 6 weeks in and from 27 (28) years.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (890 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	May 1/80	Sept. 1/80
General Increases		7.5%	2.5% non-compounded	8%
<u>Annual Rates</u>				
Teacher - Category 1 0-7 years	\$10,466-\$15,335 (\$9,736-\$14,265)	\$10,710-\$15,692	\$11,567-\$16,947	
Teacher - Category 4 0-12 years	\$13,830-\$22,815 (\$12,865-\$21,223)	\$14,152-\$23,345	\$15,284-\$25,213	
Teacher - Category 7 0-14 years	\$17,194-\$30,671 (\$15,994-\$28,531)	\$17,593-\$31,384	\$19,000-\$33,895	
Principals 0-600 pupils	\$26,791-\$31,753 (\$24,922-\$29,538)	\$27,414-\$32,492	\$29,607-\$35,091	
601 pupils and over and Senior Elementary Schools	\$29,542-\$34,517 (\$27,481-\$32,109)	\$30,229-\$35,320	\$32,647-\$38,146	

Responsibility
Allowances:

Elementary Certificate:	\$355 (\$330)	\$363	\$392
Intermediate Certificate:	\$591 (\$500)	\$605	\$653
Supervisor's Certificate:	\$828 (\$770)	\$847	\$915

Birth/
Adoption Leave: 2 (1) days' paid leave for male teacher.

Mileage
Allowance: 14¢ (13¢) per kilometre. Effective September 1, 1980, 15¢.

Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,350 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled with mediation assistance. Duration of negotiations - 14 months.

Wages: Effective Sept. 1/79

Increases:

Levels 1, 2 and 3	7.5%
Levels 4, 5, 6, 7 and Principals	7.4%

Annual Rates

Teacher - Level 1 0-5 years	\$11,300-\$15,547 (\$10,512-\$14,462)
Teacher - Level 4 0-11 years	\$14,709-\$24,378 (\$13,696-\$22,699)
Teachers - Level 7 0-11 years	\$17,199-\$30,429 (\$16,014-\$28,332)

Principals

Schools with less than 18 teachers; 0-3 years	\$31,307-\$34,314 (\$29,150-\$31,950)
Schools with 18 or more teachers; 0-3 years	\$33,670-\$36,140 (\$31,350-\$33,650)

Responsibility Allowances:	Vice Principal 0-2 years	\$2,010-\$3,210 (\$1,960-\$3,160)
	Consultant 0-2 years	\$2,010-\$3,210 (\$1,960-\$3,160)

Health and
Welfare:

Dental Plan - Payments are based on the 1977 (1975) Ontario
Dental Association fee schedule.

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 450 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	General Increases	5% plus \$500	5% plus \$500
	Teacher Level D 0-6 years	\$11,480-\$16,390 (\$10,457-\$15,133)	\$12,554-\$17,709
	Teacher Level A1 0-11 years	\$14,066-\$24,011 (\$12,920-\$22,391)	\$15,269-\$25,712
	Teacher Level A4 0-13 years	\$17,034-\$30,212 (\$15,747-\$28,297)	\$18,386-\$32,223

Health and
Welfare:

OHIP, Semi-Private Hospital Care Plan and Dental Plan - Employer pays 80% (75%) of premium costs. Effective September 1, 1980, 85%.

Paid
Education
Leave:

Effective September 1, 1980, remuneration is 80% (75%) of salary.

East York Borough Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	COLA Fold-in	3.63%	
	General Increases (Teachers' Salary Grid)*	7.6%	7%
	<u>Annual Rates</u>		
	Teacher - Category 1 0-7 years	\$10,090-\$17,144 (\$9,048-\$15,375)	\$10,796-\$18,344
	Teacher - Category 4 0-10 years	\$14,180-\$24,406 (\$12,716-\$21,887)	\$15,173-\$26,114
	Teacher - Category 7 0-10 years	\$17,036-\$30,405 (\$15,278-\$27,267)	\$18,229-\$32,533

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Vice-Principal* 0-3 years	\$30,040-\$33,026 (\$26,914-\$29,796)	\$32,168-\$35,154
Principal* 0-4 years	\$34,648-\$38,630 (\$31,361-\$35,203)	\$36,776-\$40,758
Co-ordinator* (10 month term)	\$33,365-\$36,348 (\$30,123-\$33,001)	\$35,493-\$38,476

*Annual rates for vice-principals, principals and co-ordinators increased by \$2,148 September 1, 1979 and \$2,128 September 1, 1980, i.e., 7.6% and 7.0% of Step 10, Level 7 of the teachers' grid.

Cost of Living Allowance:

Using the Metropolitan Toronto Consumer Price Index - 1971=100, for September 1980 as the base, for each subsequent month in which the Index exceeds 108% of the base, the excess will be multiplied by the employee's annual salary and divided by 12. The allowance will accumulate and be paid in a lump sum at the end of the agreement. (Previous formula was calculated monthly during the last year. Increases in the CPI were applied against the employee's annual salary divided by 10. Generated a 3.63% increase overall.)

Principal's Expense Allowance:

\$650 (\$600) per school year.

Responsibility Allowances:

6% increase in all allowances of \$2,000 or more paid to a teacher holding a position of responsibility other than principal, vice-principal, co-ordinator or assistant co-ordinator. In addition to the 6% increase, the Board will establish a fund equal to \$132.50 (\$125) per teacher in the 1979-80 school year and \$140.45 per teacher in the 1980-81 school year. The fund, by mutual agreement, may be used for teachers in positions of responsibility.

Post-Graduate Degree Allowance:

\$742 (\$700) per year for first degree. Effective September 1, 1980, \$265 per year for a second qualifying degree (new).

Health and Welfare:

Life Insurance - Employer pays for the first \$25,000 of coverage (unchanged). Employee pays for up to \$95,000 (\$75,000) of added optional coverage.

Extended Health Benefits - Effective September 1, 1979, \$60 (\$40) every 2 years for eye glasses. Effective September 1, 1980, \$75. Effective September 1, 1979, \$400 (\$300) for hearing aids.

Dental Plan - Payments to be based on the 1979 (1977) Ontario Dental Association fee schedule.

Coverage for Retirees (new) - If approved by the insurance carriers and provided there is no increased cost in premiums to the employer, an employee who retires early may maintain coverage of his or her insurance benefits until age 65.

Premium Payment for Part-time Employees - Equals the premiums paid for full-time employees times the ratio of the employee's part-time salary over the corresponding full-time salary.

Surplus Clause: Procedural aspects of the clause have been revamped. Employees electing to switch to part-time status will continue to accumulate full-time seniority (new).

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 227 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:

Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>	<u>Sept. 1/80</u>
Increases	8.24%	1%	7%
Teacher-Category D 0-6 years	\$10,256-\$14,467 (\$9,475-\$13,365)	\$10,359-\$14,612	\$11,084-\$15,635
Teacher-Category A1 0-11 years	\$13,574-\$23,577 (\$12,540-\$21,645)	\$13,710-\$23,813	\$14,670-\$25,480
Teacher-Category A4 0-12 years	\$16,256-\$29,461 (\$15,255-\$27,535)	\$16,419-\$29,756	\$17,568-\$31,839
Responsibility Allowances:	<u>Principals - Allowance based on number of classrooms.</u> (Previously, \$24.75 per pupil up to and including 200 pupils; and \$13.70 per pupil beyond 200 pupils.)		
		<u>Sept. 1/79</u>	<u>Sept. 1.80</u>
	Group A up to 7 classrooms	\$4,145	\$4,435
	Group B 8-14 classrooms	\$5,720	\$6,120
	Group C over 14 classrooms	\$8,646	\$9,251
	<u>Vice-Principals - \$2,606 (\$2,400) plus salary grid. Effective September 1, 1980, \$2,788.</u>		
Health and Welfare:	<u>Life Insurance - Employer pays 85% of premium cost for coverage to a maximum \$25,000 (\$20,000).</u>		
Travel Allowance:	Effective February 26, 1980, 15¢ (13.5¢) per kilometre for first 8,000 authorized kilometres and 14¢ (12.5¢) per kilometre thereafter. Effective September 1, 1980, 16¢ and 15¢ respectively.		

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretaking and maintenance employees): A 14-month renewal agreement effective from February 9, 1980 to April 16, 1981, with wages retroactive to April 15, 1979, covering 240 employees, settled with mediation assistance. Duration of negotiations - 10 months. Previous agreement expired April 15, 1979.

Wages:	Effective	<u>Feb. 9/80</u>	<u>Apr. 16/80</u>
	General Increases	56¢	62¢
	Assistant Caretaker	\$6.65-\$7.23 (\$6.09-\$6.67)	\$7.27-\$7.85
	Chief Mechanic	\$8.58 (\$8.02)	\$9.20

Probationary period is 3 months. Maximum rate for Assistant Caretaker is reached after two 6-month and one 12-month increases.

Shift Premium: 0-25¢-25¢ (0-23¢-23¢). Effective April 16, 1980, 0-27¢-27¢.

Paid Vacation: Effective in 1980, 5 weeks after 21(22) years' service.

Health and Welfare: Life Insurance, OHIP, Semi-Private Hospitalization and Extended Health Care Plan - Employer pays 100% of all present and future increases in premium payments during the lifetime of the agreement. (Previously, employees paid for all increases in premium payments.)

Safety Shoe Allowance: Employer pays 50% of cost up to a maximum of \$20 (\$12.50) toward the purchase of 1 pair of replacement shoes.

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (580 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	<u>Annual Rates</u>		
	Teacher - Category D 0-6 years	\$10,800-\$14,800 (\$10,200-\$14,000)	\$11,000-\$15,200
	Teacher - Category A1 0-11 years	\$13,300-\$23,200 (\$12,600-\$21,900)	\$13,700-\$23,700
	Teacher - Category A4 0-14 years	\$15,600-\$29,200 (\$14,700-\$27,600)	\$15,900-\$29,900

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Principals		
5-12 teachers	\$30,000-\$32,800 (\$28,300-\$31,100)	\$30,600-\$33,400
13 or more teachers	\$32,000-\$34,800 (\$30,300-\$33,100)	\$32,600-\$35,400

Cost of Living Provision: Inoperative. (Under previous formula, with a trigger of 9%, employees received 3/10 of 1% of annual salary in a lump sum payment.)

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (520 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	<u>Annual Rates</u>		
	Teacher - Category I 0-11 years	\$14,400-\$23,200 (\$13,600-\$21,900)	\$14,700-\$23,700
	Teacher - Category IV 0-13 years	\$16,900-\$29,300 (\$16,000-\$27,700)	\$17,400-\$30,100
	Vice-Principal	\$33,700-\$35,200 (\$31,100-\$32,600)	\$34,500-\$36,000
	Principal	\$37,600-\$40,400 (\$35,000-\$37,800)	\$38,400-\$41,200

Cost of Living Provision: Inoperative. (Under previous formula, with a trigger of 9%, employees received 3/10 of 1% of annual salary in a lump sum payment.)

Responsibility Allowances: Department Head - \$2,500 (\$2,400).
Co-ordinator of Student Activities - \$1,250 (\$1,200).

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 435 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
	General Increases	8.5%	1.5% non-compounded
	Wage Level 7 (Cleaner)	\$5.37 (\$4.95)	\$5.44

	<u>Jan. 1/80</u>	<u>July 1/80</u>
Wage Level 1 (includes Electrician)	\$8.57 (\$7.90)	\$8.69
Shift Premium:	0-24¢-29¢ (0-22¢-27¢).	
Weekend Premium:	\$10 (\$9) per day for building and security checks.	
Paid Holidays:	1 additional day at Christmas in lieu of Heritage Day, if not declared, for a total of 13 days.	
Paid Vacation:	5 weeks after 18 (19) years' service.	
Health and Welfare:	Extended Health Care Plan - Maximum claim for eyeglasses is \$80 (\$60) every two years.	
	Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.	

Peel Board of Education - Custodian and Maintenance Employees' Association (Ind): A
24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 370 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
	General Increases	6.1%	\$1,060 per year
	Cafeteria Worker	\$4.33 (\$4.08)	\$4.84
	Matron (full-time)	\$9,020-\$10,656 (\$8,501-\$10,043)	\$10,080-\$11,716
	Assistant Custodian (full-time)	\$12,987-\$14,261 (\$12,240-\$13,440)	\$14,047-\$15,321
	Electrician	\$22,157 (\$20,883)	\$23,217

Probationary period is 6 months. Maximum rates are reached after 1 year.

Health and
Welfare: Dental Plan (new) - Effective April 1, 1980 employer pays 100% of premium costs for preventative plan with orthodontic rider.

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) 9550 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Jan 1/80
	Teacher - Category 1 0-5 years	\$10,792-\$13,922 (\$10,000-\$12,900)	\$11,005-\$14,196
	Teacher - Category 4 0-12 years	\$13,568-\$23,426 (\$12,400-\$12,500)	\$13,837-\$23,890
	Teacher - Category 7 0-12 years	\$15,794-\$29,415 (\$14,800-\$27,400)	\$16,107-\$30,000
Responsibility Allowances:	Principal:		
	6 classrooms or less	\$3,922 (\$3,700)	\$3,996
	25 classrooms or more	\$7,526 (\$7,100)	\$7,668
	Vice-Principal	\$1,855-\$2,650 (\$1,750-\$2,500)	\$1,890-\$2,700
	Research Teacher Head	\$2,400 (\$2,200)	
	Resource Teacher (Music, Consultant)	\$750 (\$650)	
Health and Welfare:	<u>OHIP, Group Life Insurance, Blue Cross Semi-private Hospital and Blue Cross Extended Health Care - Board pay 80% (75%) of premiums.</u>		

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC): A 36-month renewal agreement effective from March 1, 1980 to February 28, 1983, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/80	Mar. 1/81	Mar. 1/82
	Increases	41¢-\$1.16	31¢-91¢	20¢-48¢
	COLA Fold-in	4¢		
	Cleaner Employee	\$6.23 (\$5.74)	\$6.54	\$6.74
	Maintenance Employee A	\$9.03 (\$7.79)	\$9.94	\$10.42
Cost of Living Allowance:	Effective March 1982, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Capped at 20¢. Calculated quarterly. (Previously, 1¢ per 0.6 increase in the CPI. Capped at 4¢.)			
Vacation Pay:	3% bonus on vacation pay for full-time employees with 1 year or more service (new). For part-time employees with less than 5 years' service, 4% vacation pay, 6% vacation pay for employees with more than 5 years (new).			

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and L'Association des Enseignants Franco-Ontariens (Ind.) (1,240 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	General Increases	7.9789%	*

Annual Rates

Teacher - Category I 0-6 years	\$9,803-\$14,398 (\$9,079-\$13,334)
Teacher - Category IV 0-11 years	\$14,137-\$24,194 (\$13,092-\$22,406)
Teacher - Category VII 0-11 years	\$17,305-\$30,707 (\$16,026-\$28,438)

Principals

Schools with 8 to 15 teachers; 0-4 years	\$33,333-\$36,173 (\$30,870-\$33,500)
Schools with 16 or more teachers; 0-4 years	\$34,521-\$37,393 (\$31,970-\$34,630)

Responsibility Allowance:	Principals of Schools with 1 to 7 teachers	Grid salary plus an allowance of \$823 (\$762) per equivalent full-time teacher, to a total maximum of \$34,953 (\$32,370)
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*Per cent of increases for basic grid, principal's salary and principal's responsibility allowance to equal the appropriate increases reported for specified Hay's management compensation studies for 1979-1980.

Stormont, Dundas & Glengarry County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	General Increases	8%	9%

Annual Rates

Teachers - Class I 0-6 years	\$11,502-\$14,850 (\$10,650-\$13,750)	\$12,537-\$16,187
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	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Teacher - Class IV 0-12 years	\$14,148-\$23,247 (\$13,100-\$21,525)	\$15,421-\$25,339
Teacher - Class VII 0-12 years	\$16,902-\$26,919 (\$15,650-\$24,925)	\$18,423-\$29,343
Health and Welfare:	<u>Sick Leave</u> - 230 (220) days maximum accumulation.	
	Life Insurance - Effective September 1, 1979, \$50,000 with employer paying 50% of premium. Effective September 1, 1980, Board pays 100% of premiums. (Previously Board administered group life insurance plan but did not contribute to premiums.)	
	Dental Plan - Effective September 1, 1979, employer pays 80% of premiums with payments based on the 1979 Ontario Dental Association fee schedule. (Previously, paid 95% with payments based on the 1979 O.D.A. fee schedule.)	
Early Retirement Allowance (new):	\$4,000 to \$9,000, based on age and years of experience.	
Paid Leave for Union Business:	Maximum 5 days per year for president of each affiliate (new).	

Wellington County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (545 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

Wages:	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Effective		
General Increases	7.1%	7.9%
<u>Annual Rates</u>		
Teacher - Category I 0-10 years	\$14,927-\$24,516 (\$13,939-\$22,892)	\$16,113-\$26,464
Teacher - Category IV 0-11 years	\$17,109-\$30,200 (\$15,976-\$28,200)	\$18,469-\$32,600
<u>Principals</u>		
0-500 students 0-3 years	\$37,893-\$40,419 (\$35,384-\$37,742)	\$40,904-\$43,631
Over 500 students 0-4 years	\$38,582-\$41,740 (\$36,027-\$38,976)	\$41,648-\$45,057
<u>Vice-Principal</u> 0-4 years	\$33,874-\$36,631 (\$31,631-\$34,205)	\$36,566-\$39,542

		<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Responsibility Allowance:	<u>Consultant</u> <u>0-5 years</u>	\$2,526-\$4,248 (\$2,359-\$3,967)	\$2,726-\$4,586
	Director or Major Head	\$2,526 (\$2,359)	\$2,727
Related Experience Allowance:	Effective September 1, 1979, \$345 (\$322) per year granted to a maximum of \$3,450 (\$3,220). Effective September 1, 1980, \$372 and \$3,720 respectively.		
Extra Degree Allowance:	Effective September 1, 1979, \$1,034 (\$965) for post-graduate degree in area of teaching. Effective September 1, 1980, \$1,116. For Master's degrees not related to area of teaching, \$689 (\$643) September 1, 1979 and \$743 September 1, 1980.		
Special Education Allowance:	Elementary Certificate -	Sept. 1, 1979, \$345 (\$322) Sept. 1, 1980, \$372	
	Intermediate Certificate -	Sept. 1, 1979, \$574 (\$536) Sept. 1, 1980, \$620	
	Specialist Certificate -	Sept. 1, 1979, \$804 (\$751) Sept. 1, 1980, \$868	
Health and Welfare:	Life Insurance for Dependants - \$2,000 (\$1,000) coverage for spouse to age 65. \$1,000 (\$500) for each child.		
	Long Term Disability Benefit - 60% (unchanged) of monthly salary to a maximum of \$2,500. (Previous maximum specified \$1,500 with possible increases if they could be arranged.)		
	<u>Dental Plan</u> - Continues to follow the current Ontario Dental Association fee schedule.		
Fixed Term Leave (new):	Granted for a period of 1 year to teachers wishing to teach for fewer than the full number of teaching days in an academic year or who wish to teach part-time. Salary is prorated. Insurance premiums maintained on the same basis as full-time teachers. Sick leave accumulation is prorated. Salary annual increments prorated. Upon return from leave, teacher to be placed in similar position as held prior to leave.		
Teacher Funded Leave (new):	Designed to reduce the incidence of declaring teachers surplus. For 4 years teacher receives only 80% of salary. The remaining 20% each year, together with interest, is set aside to fund a 1 year leave of absence. Full insurance premium contributions are maintained throughout.		
Union Leave:	<u>President of Local</u> - 2 periods per day plus up to 9 days per school year for union matters. The employer pays entire cost of President's salary and replacement teacher. Union reimburses employer at the rate of 25% of the average of Category 4 minimum and maximum salaries and the cost of the replacement teacher if required for any of the 9 days. (12 days with Union paying for 10th, 11th and 12th day.)		

York Borough Board of Education - Ontario Secondary School Teachers' Federation
(Ind.) (510 employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, settled by mediation-arbitration. Duration of negotiations - 26 months.

Wages:	Effective	Sept. 1/78	Sept. 1/79
	General Increases	6%	6%
	Teacher - Group I 0-10 years	\$13,345-\$22,970 (\$12,590-\$21,670)	\$14,146-\$24,348
	Teacher - Group IV 0-10 years	\$16,041-\$28,617 (\$15,133-\$26,997)	\$17,003-\$30,334
	Principal 0-3 years	\$36,771-\$39,786 (\$34,690-\$37,534)	\$38,488-\$41,503
	Vice-Principal 0-3 years	\$31,615-\$34,634 (\$29,825-\$32,674)	\$33,332-\$36,351
	Co-ordinator 12-month term	\$35,106-\$38,124 (\$33,119-\$35,966)	\$36,823-\$39,841
Cost of Living Allowance (new):	During the second year of the agreement, monthly adjustments will be calculated equal to the percentage that the 1971=100 Consumer Price Index for Metropolitan Toronto for each month exceeds 107% of the index for September 1979. Any allowance generated will be accumulated and paid in a lump sum following the last calculation for August 1980.		
Special Education Teacher Allowance:	<u>Holding an Elementary Certificate in Special Education -</u> Effective September 1, 1979, \$424 (\$400) per school year. <u>Holding a Specialist Certificate in Special Education - Effective</u> September 1, 1979, \$822 (\$775) per school year.		
Health and Welfare:	<u>Extended Health Benefits</u> - Eye glasses, \$60 (\$40) per person every 2 years. Hearing aid, \$400 (\$300) per person. <u>Dental Plan</u> - Effective March 1, 1980, payments will be based on the 1979 (1977) Ontario Dental Association fee schedule.		
Job Protection:	<u>Declining Enrolment</u> - New article maintains the use of seniority in declaring teachers surplus and reserves available job opportunities for such teachers. Includes the following provisions: <ul style="list-style-type: none"> - Vacant teaching positions which remain unfilled in a Board will be available to surplus teachers in another Board - Option to teach part-time - Option to take leave of absence - Option to take off 1 year in 5 with 4 years' salary maintained over 5 years - Career counselling and retraining - Possible retention under contract in a Teacher Placement Pool - limited to 2% of the staff - Severance pay - Recall rights 		

Carleton University at Ottawa - Academic Staff Association (Ind.) (600 professors, librarians and instructors): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages	Effective	<u>May 1/80</u>	<u>May 1/81</u>	<u>Jan. 1/82</u>
	Annual Rates (salary floors)			
	Instructor I	\$13,710 (\$13,100)	\$14,540	\$14,910
	Instructor III	\$18,640 (\$17,820)	\$19,760	\$20,280
	Lecturer	\$15,240 (\$13,670)	\$16,160	\$16,580
	Librarian I	\$14,970 (\$14,310)	\$15,870	\$16,280
	Librarian IV	\$24,040 (\$22,980)	\$24,490	\$26,150
	Assistant Professor	\$19,040 (\$17,400)	\$20,190	\$20,710
	Associate Professor	\$23,800 (\$22,060)	\$25,240	\$25,890
	Professor	\$31,420 (\$28,590)	\$33,320	\$34,180

Sabbatical Leave: Effective July 1, 1980, an allowance equal to 75% (70%) of nominal salary. Effective July 1, 1981, 80%.

In lieu of sabbatical allowance, a tenured faculty employee who after 3 years of full-time service elects to take a leave of 6 months will receive an allowance equal to 60% (50%) of nominal salary.

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 402 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
	General Increases	7%	8%
	Library Technician II	\$8,978-\$10,679 (\$8,391-\$ 9,980)	\$10,122-\$11,533

	<u>July 1/79</u>	<u>July 1/80</u>
Programmer C	\$18,005-\$21,760 (\$16,827-\$20,336)	\$20,383-\$23,501
Programmer F (new)	\$19,985-\$24,108	\$22,621-\$26,037

Probationary period is 90 calendar days. Maximum rates are reached after 5 years. Effective July 1, 1980, after 4 years.

Shift Premium (new): 30¢ per hour between midnight and 7 a.m. Effective July 1, 1980
50¢ per hour.

Paid Vacation: 25 days (new) after 20 years' service.

HEALTH AND WELFARE SERVICES

Peterborough Civic Hospital - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 340 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time (monthly rates)

Graduate Nurse 0-2 years	\$1,304-\$1,353 (\$1,213.84-\$1,262.82)	\$1,394-\$1,443
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Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
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Part-time

(tour rates)

Registered Staff Nurse 0-1400 tours	\$69.05-\$79.86 (\$63.89-\$73.95)	\$74.95-\$86.64
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*Special Start Rates - Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month.

Shift Premium: Effective March 1, 1980, 0-\$1.85-\$1.85 (0-\$1.65-\$1.65).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.

St. Joseph's Hospital at London - Ontario Nurses' Association (Ind.) (nurses, full-time): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 352 employees, settled at the bargaining stage. Duration of negotiations - 24 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Monthly Rates

Registered Nurse*	\$1,360-\$1,573	\$1,450-\$1,676
0-7 years	(\$1,270-\$1,470)	
Assistant	\$1,410-\$1,624	\$1,502-\$1,730
Head Nurse	(\$1,317.31-\$1,517.31)	
0-7 years		

*Special Start Rates - R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,115) per month effective October 1, 1978. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,223 (\$1,064.69) per month effective October 1, 1978. Effective October 1, 1979, \$1,307.

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 60 days or shifts.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Responsibility Allowance: \$2.50 (\$2.00) per shift worked.

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross Dental Plan No.7. Payments are based on the current Ontario Dental Association fee schedule. No co-insurance. Effective upon meeting enrolment criteria.

Leave of Absence: Up to 35 days without pay but with no loss of seniority or vacation entitlement for a member of the Board of Directors of the Ontario Nurses' Association (new). Up to 1 year with no loss of seniority or benefits for the President. Employer pays salary and is reimbursed by Union (new).

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Mutuel Department, Standardbred Race Operations, province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80
	General Increase	\$3.55 per day
	Messenger Bettor	\$37.85 (\$34.30)
	Terminal Operator	\$55.25 (\$51.70)
Vacation Pay:	7% (new) vacation pay after 9 years' service and 9% (8%) after 15 years.	
Health and Welfare:	<u>Life Insurance</u> - \$2,000 coverage after age 65 (70). <u>OHIP</u> - Employer pays 100% of 1980 (1979) premium costs. <u>Weekly Indemnity</u> - Benefits increase to 66 2/3% of gross weekly salary to a maximum of \$200 (\$150) for 26 weeks. <u>Dental Plan</u> - Based on the 1980 (1979) Ontario Dental Association fee schedule. Coverage for restorative work added (new).	
Mileage Allowance:	21¢ (19¢) per mile.	

Ontario Jockey Club, Mutuel Department, Thoroughbred Race Operations, province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/80
	General Increase	\$3.55 per day
	Messenger Bettor	\$36.72 (\$33.17)
	Terminal Operator	\$56.30 (\$52.75)
Paid Vacation:	9% (new) after 15 years' service.	
	For improvements in health and welfare and mileage allowance see the Standardbred Race Operations settlement reported above.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE)(CLC) (4,895 administrative services category employees): A 15-month renewal agreement effective from October 1, 1979 to December 31, 1980, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 1/79	Mar. 1/80
General Increase		9%	
Additional Adjustment			2% for fire service investigators and related classes
<u>Weekly Rates</u>			
Travel Counsellor 1	\$216.10-\$244.88 (\$198.26-\$224.66)		
Property Assessor 3 (most common classification)	\$359.18-\$426.21 (\$329.52-\$391.02)		
Fire Safety Inspector 1	\$369.34-\$409.26 (\$338.84-\$375.47)		\$376.73-\$417.45
Technical Consultant 2	\$610.50-\$754.16 (\$560.09-\$691.89)		

Ontario Government - Ontario Public Service Employees Union (NUPGE)(CLC) (3,000 correctional services category* employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

*A new bargaining unit. Previously, these employees were part of the Institutional Care and Correctional Services Category.

Wages:	Effective	Jan. 1/80	Feb. 14/80	Oct. 1/80
General Increases		8%	2.5%	2.5%
<u>Weekly Rates</u>				
Observation and Detention Home Worker 1	\$261.44-\$279.13 (\$242.07-\$258.45)	\$267.98-\$286.11	\$274.68-\$293.26	
Correctional Officer 2 (a key rate)	\$317.60-\$336.80 (\$294.00-\$312.00)	\$325.60-\$345.20	\$333.60-\$354.00	
Correctional Officer 5	\$392.23-\$423.79 (\$363.18-\$392.40)	\$402.04-\$434.38	\$412.09-\$445.24	
	Effective	Jan. 1/81	July 1/81	
General Increases		8%	4%	
Observation and Detention Home Worker 1		\$296.65-\$316.72	\$308.52-\$329.39	

	<u>Jan. 1/81</u>	<u>July 1/81</u>
Correctional Officer 2	\$360.40-\$382.40	\$374.80-\$397.60
Correctional Officer 5	\$445.06-\$480.86	\$462.86-\$500.09

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC) (560 outside employees): A 12-month renewal agreement effective from January 16, 1980 to January 15, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 16/80</u>	<u>July 16/80</u>
General Increases		7%	2%
Labourer		\$7.44 (\$6.95)	\$7.59
Truck Driver		\$7.53 (\$7.04)	\$7.68
Motor Mechanic		\$8.70* (\$7.88)	\$8.87

*Includes tradesman adjustment agreed to in principle during previous negotiations. Amount of 25¢ determined during this settlement and implemented retroactive to January 16, 1979.

Hours of Work:	40 hours per week (unchanged).
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).
Holiday Pay:	Time and one-half for the first four hours and double time thereafter. (Previously, time and one-half for all hours worked).
Paid Holidays:	11 1/2 days (unchanged).
Paid Vacation:	5 weeks after 18 (20) years' service, 5 weeks and 4 days after 27 (28) years and 6 weeks after 28 (30) years. Also, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks and 1 day after 22 years, 5 weeks and 2 days after 24 years and 5 weeks and 3 days after 26 years (all unchanged).
Special Education Fund (new):	Employer contributes 1/2¢ per hour worked per employee.
Meal Allowance:	\$4.50 (\$4).

Hamilton-Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 16, 1980 to January 15, 1981, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 16/80	July 16/80
	General Increases	7%	2%
	Additional Adjustments	25¢ for Motor Mechanic Lead Hand and Motor Mechanic	
	Labourer	\$7.44 (\$6.95)	\$7.59
	Motor Mechanic	\$8.70 (\$7.88)	\$8.87
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).		
Holiday Pay:	Time and one-half for the first 4 hours worked and double time thereafter, with a minimum guarantee of 4 hours. (Previously, time and one-half for all hours, with a minimum of 4 hours).		
Paid Vacation:	5 weeks after 18 (20) years' service, 5 weeks plus 4 days after 27 (28) years and 6 weeks after 28 (30) years.		
Health and Welfare:	Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.		
Special Education Fund (new):	Employer contributes 1/2¢ per hour worked per employee.		

Kitchener City Corporation (Public Works and Parks and Recreation) - Local 68,
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from February 7, 1980 to February 6, 1981, covering 260 employees, settled at the bargaining stage.
 Duration of negotiations - 1 month.

Wages:	Effective	Feb. 7/80
	General Increase	63¢
	Labourer	\$7.05-\$7.18 (\$6.42-\$6.55)
	Stationary Engineer (3rd)	\$8.20 (\$7.57)
	Probationary period is 4 consecutive calendar months. Maximum rate for Labourer is reached after 90 consecutive calendar days.	
Weekend Premium (new):	30¢ per hour for regularly scheduled day shift.	
Paid Vacation:	5 weeks after 18 (20) years' service.	

Wages: Effective Jan. 1/80

Hourly-Rated Classifications

Level 13 (includes Carpenter)	\$8.29 - \$8.79 (\$7.61 - \$8.06)
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Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rates for Carpenter and Senior Plumbing Inspector are reached after 6 months.

Mileage Allowance: Effective March 1, 1980, 27¢ (22¢) per mile or 16 1/2¢ (13 1/2¢) per kilometre when car is used on a casual basis.

Niagara Regional Board of Commissioners of Police - Police Association (Ind.) (575 police officers and 85 civilian employees): Two 12-month renewal agreements effective from January 1, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	7.5%

Annual Rate

Police Agreement

Cadet III	\$12,558.67
	(\$11,682.49)

Constable 3rd Class	\$19,686.58
	(\$18,313.10)

Constable 1st Class	\$23,623.89
	(\$21,975.72)

Superintendent	\$38,308.57
	(\$35,635.88)

Civilian Agreement

Level 1 (includes Clerk Typist)	\$11,504.41-\$12,226.92 (\$10,701.77-\$11,373.88)
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Level 9 (includes Accountant)	\$19,118.46-\$20,285.58 (\$17,784.62-\$18,870.30)
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Hours of Work: 40 per week (unchanged).

Shift Premium: Police officers - 0-12¢-22¢ (0-10¢-20¢).
Civilian employees - 0-22¢-22¢ (0-20¢-20¢).

Standby Pay: Police officers - 3 hours at straight time for each 24 hour period or part thereof. (Previously, \$1 for each hour on standby.)

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 12 (13) years' service and 6 weeks (new) after 25 years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - Police officers, \$50,000 coverage; employer pays 50% (unchanged). Civilian employees \$25,000 (\$50,000) coverage; employer pays 100% (50%).

Dental Plan - Employer pays 75% (50%) of premium costs. Coverage to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 289 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/80

General Increase 9%

Hourly-Rated Classifications

Level 1 (includes \$6.83 - \$7.22
Labourer - Permanent) (\$6.27 - \$6.62)

Level 13 (includes \$8.29 - \$8.79
Carpenter) (\$7.61 - \$8.06)

Salary Classifications

Level 1 (includes \$11,078 - \$11,653
General Clerk, Grade 1) (\$10,163 - \$10,691)

Level 19 (Senior \$20,517 - \$21,700
Plumbing Inspector) (\$18,823 - \$19,908)

Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rates for Carpenter and Senior Plumbing Inspector are reached after 6 months.

Shift Premium: 0-25¢-30¢ (0-22¢-26¢)

Weekend 37¢ (30¢) per hour.
Premium:

Holiday Pay: Time and one-half plus 37¢ (30¢) per hour.

Paid Vacation: 6 weeks after 30 (32) years' service.

Bereavement 1 day's paid leave upon death of son-in-law and daughter-in-law
Leave: (new).

Health and Extended Health Care - Effective April 1, 1980, \$80 (\$60) per year
Welfare: for eyeglasses.

Dental Plan - Payments are based on the 1980 (1977) Ontario
Dental Association fee schedule.

Car Effective March 1, 1980, \$35 (\$25) per month and 25¢ (20¢) per
Allowance: mile or 15 1/2¢ (12 1/2¢) per kilometre when car is used on a
regular basis.

Mileage Effective March 1, 1980, 27¢ (22¢) per mile or 16 1/2¢ (13 1/2¢)
Allowance: per kilometre when car is used on a casual basis.

Niagara Regional Board of Commissioners of Police - Police Association (Ind.) (575 police officers and 85 civilian employees): Two 12-month renewal agreements effective from January 1, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/80

General Increase 7.5%

Annual Rate

Police Agreement

Cadet III \$12,558.67
 (\$11,682.49)

Constable 3rd Class \$19,686.58
 (\$18,313.10)

Constable 1st Class \$23,623.89
 (\$21,975.72)

Superintendent \$38,308.57
 (\$35,635.88)

Civilian Agreement

Level 1 (includes Clerk Typist) \$11,504.41-\$12,226.92
 (\$10,701.77-\$11,373.88)

Level 9 (includes Accountant) \$19,118.46-\$20,285.58
 (\$17,784.62-\$18,870.30)

Hours of Work: 40 per week (unchanged).

Shift Premium: Police officers - 0-12¢-22¢ (0-10¢-20¢).
 Civilian employees - 0-22¢-22¢ (0-20¢-20¢).

Standby Pay: Police officers - 3 hours at straight time for each 24 hour period or part thereof. (Previously, \$1 for each hour on standby.)

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 12 (13) years' service and 6 weeks (new) after 25 years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - Police officers, \$50,000 coverage; employer pays 50% (unchanged). Civilian employees \$25,000 (\$50,000) coverage; employer pays 100% (50%).

Dental Plan - Employer pays 75% (50%) of premium costs. Coverage to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC):

A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 450 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/80
	General Increases	8.5%
	<u>Roads, Water Treatment and Pollution Control Units</u>	

Job Level 1 (includes Labourer)	\$6.71-\$7.09 (\$6.18-\$6.53)
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Job Level 13 (includes Area Maintenance Man- Certified)	\$9.16-\$9.71 (\$8.44-\$8.95)
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Office and Clerical Units

Job Level 1 (includes Clerk Typist 1)	\$10,820-\$11,448 (\$9,972-\$10,551)
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Job Level 10 (includes Systems Analyst/Programmer)	\$19,723-\$20,922 (\$18,178-\$19,283)
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Probationary period is 45 regular shifts. Maximum rates for Labourer, Area Maintenance Man-Licensed and Clerk Typist 1 are reached after 60 working days and for System Analyst/Programmer after 12 months.

Shift Premium: 0-25¢-30¢ (0-24¢-28¢).

Paid Vacation: 6 weeks (new) after 30 years' service.

Health and Welfare: Dental Plan: Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$47.50 (\$35) annually if employees required to wear safety footwear.

North York City Corporation - Local 373, Canadian Union of Public Employees (CLC)

(515 inside employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80	July 1/80
	General Increases	7%	2%
	<u>Weekly Rates</u>		
	Clerk General, Grade 1	\$183.57-\$211.21 (\$171.56-\$197.39)	\$187.24-\$215.43

	<u>Jan. 1/80</u>	<u>July 1/80</u>
Clerk Typist, Grade 2	\$232.32-\$262.79 (\$217.12-\$245.60)	\$236.96-\$268.05
Building Inspector, Grade 2	\$385.62-\$439.50 (\$360.39-\$410.75)	\$393.33-\$448.29
Wage Comparability:	By Letter of Intent employer agrees to cooperate in any study initiated by the union to develop background for next negotiations.	
Hours of Work:	35 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	2 weeks after 1 year, 3 after 2, 4 after 10, 5 after 18 and 6 after 24 (unchanged).	
Health and Welfare:	Dental Plan - Effective following ratification, payments to be based on 1980 (1979) Ontario Dental Association fee schedule.	
Car Allowance:	17¢ (15.5¢) per kilometre.	
Clothing Allowance:	Parkas to be supplied to survey crew on a replacement basis (new).	

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC) (725 outside employees): A 12-month renewal agreement effective from January 1, 1980 to December 31 1980, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	<u>Jan. 1/80</u>	<u>July 1/80</u>
Effective		
General Increases	7%	2%
Wage comparability adjustments (affecting 20 classifications including auto mechanic)	5¢-24¢	
Labourer	\$7.53 (\$7.04)	\$7.68
Heavy Equipment Operator	\$8.46 (\$7.91)	\$8.63
Automotive Mechanic	\$9.20 (\$8.53)	\$9.38

Hours of Work: 40 per week (unchanged).
Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Dental Plan - Effective following ratification, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule.

Safety Boots: Standard boot or dollar equivalent once per year for all employees (previously only to designated employees).

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC) (510 employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	6.498%	2.816%
	<u>Annual Rates</u>		
	Firefighter Third Class	\$16,773 (\$15,750)	\$17,245
	Firefighter First Class	\$21,309 (\$20,009)	\$21,909
	Platoon Chief	\$29,185.61 (\$27,404.84)	\$30,007.48

Paid Holidays: 11 days (unchanged).

Paid Vacation: 6 weeks after 25 years' service (new). Also 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 13 years and 5 weeks after 18 years (unchanged).

Health and Welfare: Extended Major Medical - Employer contributes \$6.50 (\$5) per employee per month.

Job Security: No member of the fire department will be laid off or have his employment terminated because of work being performed by an employee who is not a member of the fire department (new).

Management Rights (new): A general statement of management functions, i.e., to maintain the work force, hire, dismiss and discipline.

Sudbury Regional Municipality and Sudbury Social Services Administration Board - Locals 207 (2 units) and 6 (maintenance and service employees), Canadian Union of Public Employees (CLC): Three 24-month renewal agreements* effective from January 1, 1980 to December 31, 1981, covering 310 employees, settled with mediation assistance. Duration of negotiations - 4 months.

*The previous agreements which were due to expire December 31, 1980 had reopener clauses for wages and fringe benefits effective January 1, 1980. These agreements were terminated by the Ontario Labour Relations Board effective December 31, 1979 at the request of the parties.

Wages:

Effective	Jan. 1/80	Jan. 1/81
General Increases	95¢	20¢
<u>Local 207 - Sudbury Social Services Administration Board</u>		
Receptionist - Typist	\$5.35-\$6.46 (\$4.40-\$5.51)	\$5.55-\$6.66
Special Case Worker	\$9.56-\$11.85 (\$8.61-\$10.90)	\$9.76-\$12.05

Local 207 - Sudbury Regional Municipality

Group 1 (includes Clerk Typist Trainee)	\$4.46-\$5.45 (\$3.51-\$4.50)	\$4.66-\$5.65
Group 14 (includes Engineering Assis- tant 3)	\$10.40-\$12.96 (\$ 9.45-\$12.01)	\$10.50-\$13.16

Local 6 - Sudbury Regional Municipality

Labourer	\$7.25 (\$6.30)	\$7.45
Licensed Electrician	\$9.28 (\$8.33)	\$9.48

Probationary period is 6 months. Maximum rates are reached after 4 years.

Cost of Living
Allowance (new):

Effective January 1, 1981, 1¢ per 0.26 increase in the Consumer Price Index - 1971=100. Adjusted March, June and September 1981.

Health and
Welfare:

Life Insurance - Effective January 1, 1981, coverage of 1 1/2 (1) times annual salary.

Extended Health Care - Effective February 1, 1980, maximum claim for eyeglasses is \$80 (\$60) for 2 years.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.):

A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	8.5%	9%
	4th Class Constable	\$15,798 (\$14,560)	\$17,219
	1st Class Constable	\$23,578 (\$21,731)	\$25,700
	Inspector	\$30,651 (\$28,250)	\$33,410
Paid Holidays:	Heritage Day is deleted unless declared a statutory holiday for 12 (13) days.		
Paid Vacation:	5 weeks after 18 (20) years' service. Effective January 1, 1981, 6 weeks after 25 (30) years.		
Sick Leave Plan:	Sick leave credit system replaced by an insured sick leave plan for new employees.		
Health and Welfare:	<u>Vision Care (new)</u> - Employer pays 100% of premium cost providing \$60 every 2 years. Dental Plan - Employer pays 100% of premium costs for Blue Cross Plan #9 (#7). Payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1981, based on the 1980 ODA fee schedule.		
Clothing Allowance:	\$475 (\$400) annually for plainclothes employees. Effective January 1, 1981, \$500 per year.		

ADDENDUM
December 1979 Settlement

CHEMICAL AND CHEMICAL PRODUCTS

CIL Inc., Industrial Chemicals Division at Cornwall - Local 13142, Steelworkers (AFL-CIO/CLC): A 23-month renewal agreement effective from December 13, 1979 to November 15, 1981, with wages retroactive to November 16, 1979, covering 200 employees, settled at the post conciliation bargaining stage and ratified in December, 1979. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 16/79</u>	<u>Nov. 16/80</u>
	General Increases	10%	8%
	Labourer	\$6.66 (\$6.05)	\$7.19

	<u>Nov. 16/79</u>	<u>Nov. 16/80</u>
CS2 Operating Engineer	\$10.21 (\$9.28)	\$11.02

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1% per hour per 1% increase in the Consumer Price Index - 1971=100. Triggered at 10% in the first year and 8% in the second year. Capped at 2% in each year. (Basic formula is unchanged. Previously, triggered at 6% and 9%.)

Shift Premiums: 0-30¢-45¢ (0-25¢-40¢) for an 8-hour shift. 50¢ (43¢) for a 12-hour shift.

Changing Day of Rest Premium: 25¢ (15¢) per hour.

Safety Shoe Allowance: \$35 (\$30) towards the cost of 1 pair every 6 months.

Negotiations in Progress during February 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Allen Industries Canada Ltd., Hamilton	Auto Workers (CLC)	900	B
American Can of Canada Ltd., Marathon	United Paper Workers (AFL-CIO/CLC)	500	B
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	B
Associated Fur Industries of Toronto, Inc., Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	400	B
Atomic Energy of Canada Ltd., (Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council (AFL- CIO/CLC) (various unions)	690	B
Wallace Barnes Co. Ltd., Assoc- iated Spring Operations, Burlington and Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Bata Industries Ltd., Bata Engineering Div., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230	B
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/ CLC)	270	B
Borg-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	325	PCB
Brewers Warehousing Co. Ltd. and several Breweries, province-wide	Cdn. Brewery Workers (CLC) (warehouse, 3,020 retail store and production empls. and highway drivers)		B
Budd Canada Ltd., Kitchener	Auto Workers (CLC) (production empls.)	1,200	B
Cadbury Schweppes Powell Ltd. (Cadbury Div.), Whitby	Teamsters (Ind.)	329	CO
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	710	B
Canadian Appliance Manufact- uring Co. Ltd., Hamilton	Electrical Workers (UE) (CLC) (prod- uction empls.)	600	B
Canadian General Electric Co. Ltd., Drafting Section, Guelph, Peterborough, Scar- borough and Toronto	Technical Engineers (AFL-CIO/CLC)	250	B
Canadian Johns-Manville Co. Ltd. (Port Union Plant), Toronto	Cdn. Chemical Workers (Ind.)	440	B
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa, and Toronto	Employees' Assn. (Ind.)	209	MED
Canadian Woodwork Manufactur- ers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323	CO

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta
Canron Ltd., Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Canwirco Inc., Simcoe	Steelworkers (AFL-CIO/CLC)	220	PC
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	12,000	B
Cikent Corp., northern Ontario	CUPE (CLC)	300	PC
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Controls Co. Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	335	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	MED
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	540	B
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
Dempster's Bread, Div. of Corporate Foods, Toronto	Teamsters (Ind.)	325	CO
Domtar Fine Papers Ltd., Cornwall, St. Catharines, and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Domtar Inc., Domtar Construction Materials, Caledonia	Steelworkers (AFL-CIO/CLC)	220	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	CUPE (CLC)	350	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	400	PC
Durham Regional Police	Police Assn. (Ind.)	360	CO
Eaton Yale Ltd., Forestry Equipment Div., Woodstock	Molders (AFL-CIO/CLC)	362	B
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B
Eddy Forest Products, Wood Products Div., Nairn	Carpenters (AFL-CIO/CLC)	215	CO

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Eldorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	350	B
Electrical Trade Bargaining Agency for the Ont. Elec- trical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/ CLC)	10,000	B
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/ CLC)	450	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	CO
Exolon Co. of Canada Ltd., Thorold	Cdn. Chemical Workers (Ind.)	234	B
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/ CLC)	450	CO
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	CO
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,400	B
Foxhead Inn Ltd. (Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	CO
Frontenac-Lennox and Addin- ton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	MED
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/ CLC) (production empls.)	850	B
Gabriel of Canada, Long Branch	Machinists (AFL-CIO/CLC)	690	CO
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	400	B
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	425	B
B.F. Goodrich Canada Ltd. (Industrial Products Plant), Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC) (hourly- rated and incentive empls.)	540	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	MED/WS
Goodyear Canada Inc., Toronto	Rubber Workers (AFL-CIO/CLC)	1,200	B
Goodyear Canada Inc., Factory and Reclaim Plant, Bowman- ville	Rubber Workers (AFL-CIO/CLC)	240	B
Great Atlantic and Pacific Tea Co. Ltd., Bakery Div., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	250	CO

**Federal jurisdiction

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	B
Greb Industries Ltd. (Bauer Div.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	440	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PM
Halton Regional Police	Police Assn. (Ind.)	263	B
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	ME
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	ME
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	ME
Hamilton City Corp.	CUPE (CLC) (inside empls.)	497	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	414	B
Hamilton Street Railway and Canada Coach Lines	Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	745	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (office, clerical and technical empls.)	288	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	CUPE (CLC)	200	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	PMB
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	B
Hayes-Dana Ltd. (Plants #1, 2 and 3), St. Catharines and Thorold	Auto Workers (CLC)	1,800	B
H.J. Heinz Company of Canada Limited, Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000	B
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	760	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	260	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	1,800	B
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	B

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
International Parts (Canada) Ltd., International Parts Manufacturing Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	225	B
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC) (production empls.)	610	B
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	490	PCB
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Kimberley Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	700	B
Labour Relations Bureau of Ont. General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,500	B
Labourers Bargaining Agency	Labourers (AFL-CIO/CLC)	20,000	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	WS
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	MED
Lincoln County Board of Education	CUPE (CLC) (maintenance and care-taking empls.)	208	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd., Toronto and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	301	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	PMB
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	5,300	CO(R)
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, Unit B garage and Unit C parking control officers, cadets and matrons)	1,180	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,960	MED
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	B

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	275	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	B
Metropolitan Toronto Road Builders Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	550	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	1,500	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	MED
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	PFE
Millhaven Fibres Ltd. (Millhaven Works), Ernestown	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	1,020	B
National Capital Road-builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	MED
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North Bay City Corp.	CUPE (CLC)	215	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	CO
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	CO
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,380	ARB
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	ARB
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	MED
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	MED

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	MED
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	MED
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	MED
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government	Ontario Provincial Police Assn. (Ind.) (cadets and police officers)	3,860	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	MED
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	MED
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
The Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900	B
Operating Engineers Employers Agency	Intl. Operating Engineers (AFL-CIO/CLC)	2,600	CO
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	500	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	MED
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	MED
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	MED
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	B

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	ME
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	United Food and Commercial Workers (AFL-CIO/CLC)	220	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	MED
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	B
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	MED
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	B
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	725	CO
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	355	B
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	465	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	CO
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	ARB
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,420	B
Steeplejack and Masonry Restoration Contractors Assn.	Plasterers (AFL-CIO/CLC)	250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	PMB
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	WS
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Supreme Aluminum Industries Ltd., Pickering and Toronto	Employees' Assn. (Ind.)	450	B
TRW Canada Ltd. (Thompson Products Div.), St. Catharines	Employees' Assn. (Ind.)	900	B
Thunder Bay City Corp.	CUPE (CLC)	325	CO
Thunder Bay City Corp., Grandview Lodge and Dawson Court	Service Employees (AFL-CIO/CLC)	369	B
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	350	MED
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	750	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	360	CO
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	215	B
Toronto City Board of Education	Council of Trade Unions (maintenance and construction workers)	423	CO
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	352	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Commercial Film Producers Assn., Toronto	Theatrical Stage Employees (AFL-CIO/CLC)	400	B
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	MED
Toronto Public Library Board	CUPE (CLC)	300	B
Union Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC) (hourly empls.)	615	CO
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shop), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,205	B
University Hospital, London	Service Employees (AFL-CIO/CLC)	289	CO
University of Ottawa	Professors Assn. (Ind.)	850	B(R)
University of Windsor	Faculty Assn. (Ind.)	550	MED

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stat.
Utility Contractors Assn. of Ontario	Labourers (AFL-CIO/CLC)	750	B
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	B
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	212	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	MED
Waterloo Regional Police Force	Police Assn. (Ind.)	425	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARE
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	MED
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	MED
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	360	B
Windsor Western Hospital Centre, (IODE Unit)	Service Employees (AFL-CIO/CLC) (general unit)	230	B
York Borough Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	232	CO
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	300	B
York County Board of Education	CUPE (CLC) (service and maintenance empls.)	330	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PMB
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	WS

**Federal jurisdiction

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	United Food and Commercial Workers (AFL-CIO/CLC)	2,010	B
Canada Packers Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	6,000	B
Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough, Toronto, Ont. and Montreal, Quebec and St. Andrews, Que. and the Montreal Armature Company Ltd., Montreal, Que.	Electrical Workers (IUE) (AFL-CIO/CLC)	2,400	CO
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,790	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	PCB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,590	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,410	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B

Negotiations in Progress during February 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,110	C
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, super- visory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment opera- tions group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, steno- graphic and typing group)	11,615	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Winnipeg, Man. and Calgary and Medicine Hat, Alta.**	United Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	650	CO
Swift Canadian Co. Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	1,815	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1980

Employer and Location	Union	No. of Empls.
r Canada (Maintenance, Station and Cargo Services, Purchases and Stores and Tele- communications Depts.), province-wide	Machinists (AFL-CIO/CLC)	2,005
Place Barnes Co. Ltd., Associated Spring Operations, Burlington and Hamilton	Steelworkers (AFL-CIO/CLC)	200
ata Industries Ltd., Bata Engineering Div., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230
org-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	325
udd Canada Ltd., Kitchener	Auto Workers (CLC) (production empls.)	1,200
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	United Food and Commercial Workers (AFL-CIO/CLC)	300
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE)(AFL- CIO/CLC)	710
Canadian Assn. of Motion Picture Producers, Canadian Film and Television Assn. and National Film Board, province-wide	Cdn. T.V. and Radio Artists (CLC)	1,800
Canadian General Electric Co. Ltd., Intercity	Electrical Workers (IUE) (AFL-CIO/CLC)	1,250
ontrols Co. Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	335
ubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	250
urham Board of Education	CUPE (CLC)	350
Idorado Nuclear Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	350
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	450
oldcrest Furniture Ltd., Toronto	Canadian Industrial Employees (CCU)	425
reat Atlantic & Pacific Tea Co. Ltd., Bakery Div., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	250
reb Industries Ltd., (Bauer Div.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	440
Hamilton Street Railway and Canada Coach Lines	Transit Union (AFL-CIO/CLC) (hourly-rated empl.)	745
I.C.L. International Carriers Ltd., Intercity	Teamsters (Ind.)	314
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	760
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	490
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	270
Millhaven Fibres Ltd., (Millhaven Works), Ernestown Twp.	Oil Workers (AFL-CIO/CLC)	1,020

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Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1980 (Cont'd)

Employer and Location	Union	No. Emp
North Bay Civic Hospital	CUPE (CLC)	2
North York City Hydro-Electric Commission	CUPE (CLC)	2
Ontario Hydro, province-wide	CUPE (CLC)	15,2
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC)	2
Ontario Provincial Police Force	Ontario Provincial Police Assn. (Ind.) (cadets and police officers)	3,8
Otis Elevator Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	5
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	United Food and Commercial Workers (AFL-CIO/CLC)	2
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,2
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	3
St. Mary's General Hospital, Kitchener	Service Employees (AFL-CIO/CLC)	2
St. Thomas-Elgin General Hospital	Service Employees (AFL-CIO/CLC)	3
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	2
Scarborough Public Utilities Commission (Hydro, Water and Garage Div.)	Electrical Workers (IBEW) (AFL- CIO/CLC)	27
Laura Secord, Div. of Ault Foods (1975) Ltd., Toronto	Bakery and Tobacco Workers (AFL- CIO/CLC) (full-time production empls.)	6
Simmons Ltd., Bramalea	Electrical Workers (UE) (CLC)	23
Sterling Packaging Products Ltd., Scarborough	Printing and Graphic Communi- cations (AFL-CIO/CLC) (hourly- rated empls.)	20
Supreme Aluminum Industries Ltd., Pickering and Toronto	Employees' Assn. (Ind.)	45
Thunder Bay City Corp., Dawson Court and Grandview Lodge	Service Employees (AFL-CIO/CLC)	36
Toronto and District Ready Mix Companies	Teamsters (Ind.)	56
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	20
Treasury Board of Canada, province-wide	Professional Institute (Ind.) (engineering and land survey group)	1,30
Union Carbide Canada Ltd., (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC) (hourly empls.)	61
University Hospital, London	Service Employees (AFL-CIO/CLC)	28
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,17

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Victoria Hospital, London	Service Employees (AFL-CIO/CLC)	280
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC)	230
Windsor Western Hospital Centre (IODE Unit)	CUPE (CLC)	245

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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MARCH 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in March 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in April 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

April 29, 1980

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Highlights

Rubber Industry Settlements. Two of the "Big Four" manufacturers of rubber products and the United Rubber Workers (URW) concluded in March the first settlements in the 1980 round of contract negotiations in the Ontario rubber industry. The talks were conducted at a time when the entire industry across North America was experiencing economic difficulties due to rapidly changing market conditions. Over the past few years, the increasing popularity of radial tires dictated restructuring of plants to eliminate unneeded capacity in the bias-ply tires operations. In addition, a general downturn in car sales and production, resulting in a drop in the demand for passenger car tires and fewer deliveries to auto manufacturers, led to plant closures or relocations and a massive loss of employment.

The primary negotiations in Ontario involved close to 3,000 URW members at tire plants of Firestone Canada in Hamilton and Goodyear Canada in the Toronto area, covered by agreements expiring at the end of February 1980. The union focused on Firestone, following its policy of achieving a settlement with one of the major companies that could serve as a pattern for other firms whose contracts were scheduled for renewal this spring and summer. Major union bargaining proposals concerned job security, wage and cost-of-living provisions, pensions and supplemental unemployment benefits improvements, higher severance pay and extended health and welfare benefits. A company request for the introduction of a seven-day continuous work week became, however, one of the main issues causing negotiations to extend beyond the February 25 expiry date of the previous agreement. The final three-year settlement, reached in conciliation and overwhelmingly accepted by the 1,460 Firestone workers, provided a general wage increase totalling \$1.00 per hour plus 50 cents in advance payments on future cost of living allowances under a continuing escalator provision, with each of the installments paid in three annual stages. The existing COLA float of \$1.45 per hour, together with the subsequent 4 quarterly payments, based on a .3 adjustment factor in the first year, and 7 quarterly payments based on an improved .26 factor in the final two years, are to continue as a float throughout the new agreement. The advance payments of 20 cents in the first year and 15 cents in the following two years will be recovered by deducting 5 cents per quarter from the forthcoming COLA adjustments.

In addition, the settlement provided a two-stage adjustment of 40 cents per hour for skilled tradesmen on top of the general wage increases. Other changes included an improved vacation schedule, an additional paid holiday for a total of 12 days, as well as higher welfare and pension benefits, with early retirement service requirements reduced from 37 to 30 years. The company also agreed to increase by 3 cents per hour contributions to the supplementary unemployment benefit fund, when its level falls below 100 per cent, and to expand the coverage under the separation payment plan. The existing three-shift, six-day work week (five days from June to September) was maintained, with a voluntary arrangement for work during weekends. A new joint committee was established to oversee the scheduling of Saturday night and Sunday production crews and to find ways to overcome the problem of too few volunteers.

A contract proposal, following closely the one accepted at Firestone, was subsequently offered by Goodyear Canada to its plant employees in Toronto and New Toronto. The settlement, finalized at the conciliation stage and ratified by the workers by the end of March, provided for a slightly different application of general increases, special wage adjustments and cost-of-living payments and also for their incorporation in the rate structure on February 19, 1983, the expiry date of the three-year agreement. In addition, the contract included a new provision calling for '16 weeks' advance notice in the event of a pending closure of the New Toronto plant. At Goodyear's rubber hose factory in Collingwood a similar agreement, but retroactive to November 3, 1979, was approved a few days later by 330 URW members. The ratification ended a six-week strike that began on February 18 to back up demands for wage and benefit parity with workers in tire manufacturing plants.

The Firestone and Goodyear contracts, providing total compensation increases (inclusive of COLA) estimated at just under 34 per cent over three years, were patterned after the union's master accord reached last summer with major U.S. tire producers. The remaining rubber companies in Ontario, including Uniroyal, Goodrich and General Tire of Canada, are also expected to follow Firestone's lead in upcoming negotiations for renewal of their agreements expiring between April and September.

Hospital Support Staff Settlements. A one-year renewal agreement negotiated centrally by Local 220 of the Service Employees International Union (SEIU) was ratified by 2,000 non-medical full-time employees at 13 Southwestern Ontario hospitals on March 29, two days before the current contract was due to expire. The existing agreement was settled last year by binding arbitration and, effective April 1, 1978, provided a two-stage general wage increase of 10.8 per cent over 24 months. The arbitration award was based on the pattern established for the same period by other hospital employee groups in the province, particularly by a pace-setting agreement between five SEIU locals and 43 Toronto-area hospitals. Accordingly, the arbitrator at that time denied a union proposal for a cost-of-living allowance tied to the CPI and a request for special increases for certified tradesmen to equalize their wages with those paid to skilled workers elsewhere.

As in the past, the London-based 1980 master negotiations were divided into two tiers - common items were dealt with at the central table and local issues were resolved at the individual hospital level. Two SEIU service units at Victoria and University hospitals, accounting for about 1,525 members, decided, however, to opt out of central talks and to complete negotiations in every respect on an individual basis. A cost-of-living provision, inequity adjustments for maintenance workers, and uniform benefits and working conditions were of particular concern to the union, with the length of the new contract depending on the attainment of an escalator clause.

The new settlement, finalized in conciliation, included a cut in the work week from 40 to 37.5 hours without any loss in pay, a reduction equivalent to a wage increase of about 6.5 per cent. Effective April 1, 1980, all hourly wage rates were further increased by 50 cents (an average of 8.3 per cent); an extra 25 cents was provided for general maintenance classifications; and equalization adjustments were also made to bring certain jobs up to the general standard and eliminate pay disparities between male and

female workers. New benchmark rates for licensed journeyman were implemented following reduction in hours of work and ambulance attendants' rates were brought in two stages to the provincial maximum standard of \$8.18 per hour by August 1, 1980. Other improvements included higher shift and stand-by premiums, a uniform employer contribution to the group life insurance plan (90 per cent of the premium cost), a new dental plan for which the hospitals pay 50 per cent of the premiums, an increased clothing allowance, reduced requirements for vacation entitlements and various contract language changes. The changes resulted in almost standard wages, benefits and working conditions at all of the 13 participating hospitals and also brought the provisions in line with those provided in current hospital contracts across the province. Almost identical but separate settlements were subsequently accepted by 350 regular full-time and part-time support employees at the University Hospital and 1,175 non-medical workers (excluding the RNA unit, which participated in central negotiations) at the Victoria Hospital in London.

SEIU Local 220 also served the same group of 14 hospitals with a notice to bargain on behalf of nearly 700 part-time support staff, who work 24 hours or less each week. The joint talks, scheduled to begin April 24, will include existing agreements due for renewal on March 30, 1980 and a number of first contracts for newly-certified SEIU units.

Municipal Sector Settlements. The 1980 negotiations between 15 major Ontario city corporations or regional municipalities and the respective locals of the Canadian Union of Public Employees (CUPE) involved 22 bargaining situations affecting about 17,600 civic employees covered by 30 separate agreements expiring on December 31, 1979 or in the following two months. The current volume of the sector's bargaining activity was decreased substantially because last year a number of municipalities abandoned a common practice of negotiating one-year deals and signed longer term agreements. Included in this group were such major centres as Durham, London, Ottawa, Sault Ste. Marie, Windsor and York Region, and in the Toronto area the Boroughs of Etobicoke and East York which broke the traditional pattern-bargaining structure in that region. Making this year's negotiations especially difficult was a total increase ceiling of between 5 to 6 per cent set by municipal governments for settlements coming due during the 1980 budget cycle. The union, meanwhile, placed high priority on improving wage packages to protect living standards of the members. Aside from money increases of up to 20 per cent, major issues included contract duration, cost-of-living, pensions and fringe benefits and tight job security provisions. The question of job security was of particular concern to the union because of an increasing incidence of contracting-out municipal jobs, such as garbage collection, building cleaning and road, watermain and sewer maintenance, to outside firms.

Of the 22 sets of negotiations, 18 were settled in the first three months of 1980, with 7 of them being concluded during March. Although in most areas the civic inside and outside units forged a common front in their bargaining requests, in general the talks were conducted separately. Only in three major centres did local CUPE units hold joint meetings, but the eventual master settlements were subject to separate ratification votes. As a consequence, the 18 new settlements resulted in 26 individual agreements covering a total of 16,600 employees, leaving four disputes unresolved at the end of March.

The principal negotiations involved 10,065 inside and outside employees of Toronto City, Metro Toronto and the Metro Toronto Licensing Commission, represented jointly by CUPE locals 79 and 43. The union originally asked for a 20 per cent increase over one year, but gradually scaled that proposal down to an immediate increase of 10 per cent, equivalent to the 1980 increase included in an earlier Toronto Hydro-CUPE pact. However, the management insisted on matching recent North York settlements with two other CUPE locals, giving the city's inside and outside staff general wage increases of 9 per cent, split in instalments of 7 and 2 per cent, or an average of about 8 per cent over 12 months. The total package at North York, however, was worth up to 3 per cent more due to wage comparability adjustments designed to bring 20 job classifications up to the levels paid in the Toronto and Metro area. [The Toronto Hydro and North York settlements were reported on pp 72-73 and 95-97 of the February 1980 issue of this report].

Final intensive negotiations between Toronto, Metro and CUPE representatives, assisted by provincial mediators and the CUPE national president, eventually produced a tentative settlement a few hours after the midnight March 4 deadline, when night shift workers started walking off the job. An apparent misunderstanding between the management and union negotiators over the payment for the lost shift resulted in a one day strike by all municipal workers before the final agreement was reached. The contract terms, endorsed by mid-March by all five bargaining units involved, provided a general wage increase of 8 per cent on January 1, 1980 and a further 2 per cent on September 15. The split increase represented an average of about 8.6 per cent over the 12-month term. The settlement also included higher call-out, stand-by and "air pressure" payments, three weeks of paid vacation after one year's service and improved mileage allowances. In addition, the parties agreed on ways to resolve differences over the contentious promotion policy issue, as well as on a 60-day written notice to the union before services normally done by municipal employees are contracted out.

New contract terms, based on the Toronto and Metro settlement, were offered at the same time to CUPE inside and outside units in Scarborough and York. The 1,065 employees in Scarborough agreed in direct talks to accept the proposed agreements on March 28. York's inside unit settled in conciliation in early April, but the borough's 220 outside workers rejected a mediated settlement which included a four-day work week and a promise to stop contracting out of garbage collection to private operators.

Outside the Toronto area, 17 new agreements were concluded during the January-March period, 6 of them through direct bargaining, one at the post-conciliation stage and 9 in mediation. The remaining one, involving 210 outside workers in St. Catharines, was settled with mediation assistance during a work stoppage. The city's inside employees approved earlier a mediated settlement with an average wage increase of 9.7 per cent in two semi-annual stages of 8.75 and 1.25 per cent. The outside workers, seeking a 12 per cent pay raise for 1980 plus a cost-of-living allowance, rejected a one-year offer of 8 plus 2 per cent and went on strike on February 11. Following a seven-week strike they eventually settled for an initial wage increase of 9 per cent and a further one per cent on October 1, plus a signing bonus of \$200, yielding an average increase of 11.25 per cent over the 12 months. Six other major municipal units in the Niagara Peninsula area accepted one or two-stage wage increases averaging between 8.2 and 9 per cent over the life of the one-year agreements. The Hamilton City and Regional

Municipality contracts provided in addition a special education fund financed by the employers, the first of its kind to be established by a major Ontario municipality. Two further settlements in Kitchener provided average wage increases of 9.2. per cent over one year.

The remaining 7 agreements of longer duration were negotiated in Sudbury and Thunder Bay. The Sudbury City and Regional Municipality bargained this year jointly with CUPE locals representing the area's 695 inside, outside and transit employees. The three locals last year signed two-year agreements with reopeners for money-related items effective January 1, 1980. At the request of the parties those contracts were terminated as of December 31, 1979 and new two-year settlements running through December 31, 1981 were agreed to. The City and Region settlements were reached in mediation and resulted in six agreements, providing for a general wage increase of 95 cents per hour in 1980, or an average of just under 15 per cent. In the second year the contracts provided a further increase of 20 cents per hour (less than 3 per cent on the average) and a new COLA clause, calling for three quarterly payments based on a .26 adjustment factor. [See pp 34-35 and 97-98 of the January and February 1980 issues of this report for details].

In Thunder Bay, mediated negotiations resulted in a three-year settlement which was ratified by 356 outside workers in mid-March. The new terms included a first year general wage increase of 70 cents per hour (an average of 8.5 per cent) plus some classification adjustments, and an additional 9 and 7 per cent for 1981 and 1982, respectively. A revised COLA formula, coming into effect in the third year, stipulated adjustments of 3 cents per 1.0 rise in the Thunder Bay CPI, triggered at 8 per cent, and folded monthly into the wage rates. The previous formula, tied to the Canada CPI and based on a .3 factor in 1979, generated a 20-cent adjustment which was incorporated into the wages on February 3, 1980. Meanwhile, the 320 inside employees applied for mediation, following rejection of a two-year offer with increases comparable to those approved by the outside group. The issue which held up the agreement revolved around an existing provision giving city administrators the right to make changes in job descriptions and the subsequent filling of these positions. By the end of March, in addition to the three sets of unfinished negotiations in York Borough and Thunder Bay, talks continued in conciliation between the City of North Bay and CUPE local 122 on behalf of 210 inside and outside employees.

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FOOD AND BEVERAGE

Maple Leaf Mills Ltd. at Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont. - Several Locals, United Food and Commercial Workers (AFL-CIO/CLC) (540 employees - mostly plant):
A 24-month renewal agreement effective from December 11, 1979 to November 30, 1981, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Dec. 1/79	May 1/80	Dec. 1/80
	General Increases	71¢	26¢	9% plus job evaluation*

Port Colborne Rates

Watchman	\$7.64 (\$6.93)	\$7.90	\$8.61
Packing Crew	\$7.86 (\$7.15)	\$8.12	\$8.85
Electrician "A"	\$8.79 (\$8.08)	\$9.05	\$9.86

*An amount equivalent to 3¢ per compensated hour will be utilized for adjustments resulting from the job evaluation study.

Hours of Work:	40 per week (unchanged).
Shift Premium:	Effective March 18, 1980, 0-25¢-35¢ (0-18¢-30¢).
Acting Foreman Premium:	Effective March 18, 1980, 55¢ (50¢). Effective December 1, 1981, 60¢.
Paid Holidays:	1 personal floating holiday is added in the second year for a total of 13 days.
Paid Vacation:	In 1980, 4 weeks after 12 (13) years' service, 6 weeks after 27 (28) years. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years (all unchanged). In 1981, 4 weeks after 11 years, 6 weeks after 26 years.

Health and Welfare: Life Insurance - Effective March 18, 1980, \$13,000 (\$12,000) coverage.

Accidental Death Insurance (new) - Effective March 18, 1980, double indemnity coverage provided.

Major Medical - Deductible portion standardized at \$25 for single coverage, \$50 for family coverage. (Some plants had \$50 and \$100, other \$25 and \$50.) Co-insurance provision removed.

Dempster's Bread - Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81
General Increases		15%	10%
Feeder Packer		\$7.29 (\$6.34)	\$8.02
Electrician		\$9.29 (\$8.08)	\$10.22
Lump Sum Payments:	\$50 lump sum payments for all employees on June 15, 1980 and 1981 and December 15, 1980 and 1981.		
Shift Premium:	0-60¢-60¢ (0-30¢-30¢).		
Overtime Pay:	Double time (time and one-half) for all overtime hours worked on a Saturday or Sunday.		
Call-In Pay:	Minimum of 4 hours' work or pay at double time (time and one-half) the regular rate of pay.		
Paid Holidays:	December 24th and Heritage Day if proclaimed, are added for a total of 12 days.		
Paid Vacation:	Effective in 1981, 4 weeks after 11 (12) years' service and 5 weeks at 11% (10%) after 25 (20) years.		
Vacation Bonus (new):	\$10 per week of vacation entitlement payment for employee with 3, 4 or 5 weeks.		
Attendance Bonus:	\$50 (\$40) per quarter plus \$50(\$40) for each year completed without absence, to a maximum of \$250 per year.		
Sick Leave:	6 (5) days per year.		
Health and Welfare:	<u>Life Insurance and A.D.&D.</u> - Effective April 1, 1980, \$10,000 (\$8,000) coverage. <u>Weekly Indemnity</u> - Effective April 1, 1980, \$170 (\$160) per week. Payable as previously on a 1-4-26 basis, plus a UIC entitlement up to a maximum of 104 weeks with other benefits coverage maintained to a maximum of 52 weeks. <u>Optical Plan (new)</u> - Effective April 1, 1980, employer pays 100% of premium costs. Maximum claim of \$120 per year for employees with over 1 year's service and each dependent. <u>Dental Plan</u> - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective in 1981, the 1981 O.D.A. fee schedule.		
Meal Allowance:	\$3 (\$2). Effective in 1981, \$3.50.		

Safety Shoe Allowance: \$90 (\$80) annually.

Tool Allowance: \$200 (\$100) annually for mechanics and electricians.

Severance Pay: Maximum 26 (20) weeks.

Cadbury Schweppes Powell Inc., Cadbury Division at Whitby, Local 647 - Teamsters (Ind.): A 24-month renewal agreement effective from February 14 1980 to February 13, 1982, covering 329 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 14/80	Feb. 14/81
General Increases		70¢	50¢
Skilled Trades Adjustments		50¢	50¢
Additional Adjustments	Some reclassifications and new classifications		
Grade 5 (includes General Labour)		\$5.80 (\$5.10)	\$6.30
Grade 1 (Electro-Mechanic)		\$9.06 (\$7.86)	\$10.06
Paid Rest Breaks:	Two 15 (10) minute breaks per day.		
Training Premium (new):	15¢ per hour upon successful completion of the trainers program. Effective February 14, 1981, 25¢ per hour.		
Injury Pay (new):	Employee receives up to 8 hours' pay for time lost on the day on which an accident occurs, upon receipt of a medical certificate.		
Call-Back (new):	Minimum of 4 hours' pay at time and one-half for employees called back to work after completing a full 8 hour shift.		
Shift Change Notice (new):	Employees who are not given 1 working day's notice for all shift changes, receive time and one-half for the first 4 hours worked on the first work day of the shift change.		
Paid Vacation:	Effective July 1, 1981, 4 weeks at 8% (new) after 12 years' service.		
Health and Welfare:	Dental Plan (new) - Employer pays 100% of premium costs for Blue Cross Dental Plan #7.		
Safety Shoe Allowance:	Employer pays \$30 (\$25) per year toward the cost of safety shoes. Effective February 14, 1981, \$35.		
Tool Allowance (new):	\$100 per year for mechanics and qualified journeymen electro-mechanics.		

RUBBER AND PLASTICS PRODUCTS

Firestone Canada Inc. at Hamilton - Local 113, Rubber Workers (AFL-CIO/CLC) (1,460 plant and warehouse employees): A 36-month renewal agreement effective from February 26, 1980 to February 25, 1983, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 26/80</u>	<u>Feb. 26/81</u>	<u>Feb. 26/82</u>
General Increases		50¢	30¢	20¢
Skilled Trades Adjustments		25¢	15¢	
Janitor - General		\$6.42 (\$5.92)	\$6.72	\$6.92
Journeyman Electrician		\$8.57 (\$7.82)	\$9.02	\$9.22

Increases and adjustments for incentive workers are "boxed" separately from their wage rates.

Cost of Living Allowance: Effective in the first year, 4 quarterly adjustments of 1¢ per 0.3 change in the Consumer Price Index - 1971=100. Calculated and paid starting May 1980 for the period February 1980 to April 1980 over December 1979 to February 1980 using the average CPI for those periods.

Effective in the second year, 4 quarterly adjustments of 1¢ per 0.26 change in the CPI. Base period updated by 1 year.

Effective in the third year, 3 quarterly adjustments of 1¢ per 0.26 change in the CPI. Base period updated by 1 year.

The agreement provides for advance COLA payments of 20¢ February 26, 1980, 15¢ February 26, 1981 and 15¢ February 26, 1982, all of which are to be recovered by deducting 5¢ per quarter from subsequent COLA adjustments.

(Previous formula provided for 11 quarterly adjustments at 1¢ per 0.3 change in the CPI. A 6¢ diversion from the allowance was made to offset the cost of the dental plan. Total allowance being paid for hours worked at the end of the agreement was \$1.45 including 23¢ carried from the 1974-1977 agreement. This entire amount will continue to be paid as a float throughout the new agreement.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 1 floating day is added for a total of 12 days. If a new statutory holiday is legislated, the new floating holiday will become that day.

Paid Vacation:	4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged).
Minimum Vacation Pay:	\$225 (\$160) per week of vacation. Applies to employees who have resumed normal duties not less than 1 month before vacation period, following an absence due to sickness or injury not covered by the Workmen's Compensation Act.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$13,000 (\$11,500) coverage. <u>Life Insurance for Pensioners</u> - \$6,500 (\$5,500) coverage. <u>Optional Contributory Life Insurance (new)</u> - Employee, \$13,000. Dependants, \$5,000 for spouse; \$1,000 for each child. <u>Weekly Indemnity</u> - Maximum \$174 (\$147) per week for 52 weeks. <u>Extended Health Care</u> - Coverage for eyeglasses is \$80 (\$60) every 2 years. Other benefits unchanged. <u>Dental Plan</u> - Effective April 1, 1980, coverage for caps and crowns added and payments are based on the 1980 (1976) Ontario Dental Association fee schedule. 5¢ from the amount of COLA that would have been forthcoming had a February 1980 payment been made under the expired COLA formula will be used to offset the increased cost. <u>Transition Benefit (Surviving Spouse)</u> - \$250 (\$200) maximum per month. <u>Bridge Benefit (Surviving Spouse)</u> - \$250 (\$200) maximum per month less any applicable statutory reductions.
Pension Plan:	<u>Basic Monthly Benefit</u> - \$15 (\$11.75) per year of service for all new retirements. <u>Supplementary Monthly Benefit</u> - Type A, \$10 (\$9) per year of service to a maximum of 30 (25) years. Type B, \$4.30 (unchanged) per year of service to a maximum of 30 (25) years. <u>Special Early Retirement</u> - Unreduced pension for retirements with age 62 and 10 years of service (unchanged) or age 55 and 30 years of service (55 and 37).
Supplementary Unemployment Benefit Plan:	<u>Employer Contribution</u> - 5¢-15¢ (2¢-12¢), depending on funding level.
Separation Payment Plan:	Ranges from 50 times the employee's average hourly earnings for those with 1 but less than 2 years of service to 2 times years of service multiplied by the employee's weekly straight time pay. (50 times the employee's average hourly earnings for those with 2 years of service to 3% of total earnings for those with 15 or more years of service.)
Apprentice Allowance:	\$450 (\$300) for books, supplies and tools after first 4000 hours of apprenticeship; \$175 (\$125) after 8000 hours.

Meal Allowance \$3
(new):

Goodyear Canada Inc. at New Toronto and Toronto - Local 232, Rubber Workers (AFL-CIO/CLC) (1,350 warehouse and factory employees): A 36-month renewal agreement effective from February 20, 1980 to February 19, 1983, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 20/80	June 30/80	Feb. 15/81	Feb. 14/82
COLA Fold-in (from pre- vious agree- ment)			\$1.21		
General Increases		32¢		20¢	20¢
Extraordinary Adjustments		8¢		10¢	
"Silent" COLA		10¢			
Skilled Trade Adjustments (including 9th quarter appren- tices)		25¢		15¢	
COLA Advances		20¢		15¢	15¢
Office and Factory Cleaning		\$6.64* (\$5.94)	\$7.85*	\$8.30	\$8.65
Power Truck Operator		\$6.92* (\$6.22)	\$8.13*	\$8.58	\$8.93
Electrician		\$9.025* (\$8.075)	\$10.235*	\$10.835	\$11.185

Extraordinary Adjustments - Made in reference to the overall industry settlement pattern.

"Silent COLA - 10¢ of the 15¢ that would have been forthcoming from the previous agreement had a twelfth adjustment been made.

COLA Advances - To be recovered by equal installments of 5¢ per quarter from subsequent COLA adjustments.

*The general increases, skilled trades adjustments, extraordinary adjustments and "silent" COLA are scheduled to be incorporated into the rate structure February 19, 1983. Incorporation of new COLA adjustments including the COLA advances has not been determined under this agreement. However, since the impact of

these increases and COLA adjustments for hourly rated employees is fully felt at the time of their scheduled introduction, rates shown above reflect all of these items.

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: Effective in the first year, 4 quarterly adjustments of 1¢ per 0.3 change in the Consumer Price Index - 1971=100. Calculated and paid starting May 1980 for the period February 1980 to April 1980 over December 1979 to February 1980 using the average CPI for those periods.

Effective in the second year, 4 quarterly adjustments of 1¢ per 0.26 change in the CPI. Base period updated by 1 year.

Effective in the third year, 3 quarterly adjustments of 1¢ per 0.26 change in the CIP. Base period updated by 1 year.

(Previous formula provided for 11 quarterly adjustments of 1¢ per 0.3 change in the CPI. A 6¢ diversion from the allowance was made to offset the cost of the dental plan.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 1 floating day is added for a total of 12 days. If a new statutory holiday is legislated, the new floating holiday will become that day.

Paid Vacation: 4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged).

Minimum Vacation Pay: \$225 (\$160) per week of vacation. Applies to employees who have resumed normal duties not less than 1 month before vacation period, following an absence due to sickness or injury not covered by the Workmen's Compensation Act.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$11,500) coverage.

Life Insurance for Pensioners - \$6,500 (\$5,500) coverage.

Optional Contributory Life Insurance (new) - Employee, \$13,000. Dependents, \$5,000 for spouse; \$1,000 for each child.

Weekly Indemnity - Maximum \$174 (\$147) per week for 52 weeks.

Extended Health Care - Coverage for eyeglasses is \$80 (\$60) every 2 years. Other benefits unchanged.

Dental Plan - Effective April 1, 1980, coverage for caps and crowns added and payments are based on the 1980 (1976) Ontario Dental Association fee schedule. 5¢ from the amount of COLA that would have been forthcoming had a February 1980 payment been made under the expired COLA formula will be used to offset the increased cost.

Transition Benefit (Surviving Spouse) - \$250 (\$200) maximum per month.

Bridge Benefit (Surviving Spouse) - \$250 (\$200) maximum per month less any applicable statutory reductions.

Pension Plan: Basic Monthly Benefit - \$15 (\$11.75) per year of service for all new retirements.

Supplementary Monthly Benefit - Type A, \$10 (\$9) per year of service to a maximum of 30 (25) years. Type B, \$4.30 (unchanged) per year of service to a maximum of 30 (25) years.

Special Early Retirement - Unreduced pension for retirements with age 62 and 10 years of service (unchanged) or age 55 and 30 years of service (55 and 37).

Supplementary Unemployment Benefit Plan: Employer Contribution - 5¢-15¢ (2¢-12¢), depending on funding level.

Separation Payment Plan: Ranges from 50 times the employee's average hourly earnings for those with 1 but less than 2 years of service to 2 times years of service multiplied by the employee's weekly straight time pay. (50 times the employee's average hourly earnings for those with 2 years of service to 3% of total earnings for those with 15 or more years of service.)

Union Executive Paid Leave (new): Maximum of 200 hours per month for attending to union administrative duties and grievance procedures. (Current provisions for other paid union leave remain unchanged.)

Notice of Plant Closure (new): 16 weeks' advance notice to Union in the event of a pending closure of the New Toronto plant. Subsequent discussions provided for to avert closure. If not successful, Union may negotiate the closure procedure.

Apprentice Allowance: \$450 (\$300) one-time allowance upon becoming a tradesman.

Meal Allowance: \$3 (\$1.50) meal ticket.

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC): A 33-month renewal agreement effective from February 13, 1980 to November 2, 1982, with wages retroactive to November 3, 1979, covering 330 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months. Previous agreement expired November 2, 1979.

Wages:	Effective	Nov. 3/79	Nov. 2/80	Nov. 1/81
General Increases		60¢	40¢	30¢
COLA Fold-in*		5¢		10¢
Skilled Trades Adjustments		10¢ for electricians; 20¢ for all other trades	10¢	5¢

	<u>Nov. 3/79</u>	<u>Nov. 2/80</u>	<u>Nov. 1/81</u>
Additional Adjustments	5¢-10¢ for some classifications		
Group G Production Dept.	\$5.72-\$6.12 (\$5.07-\$5.47)	\$6.12-\$6.52	\$6.52-\$6.9
Electrician	\$7.12-\$7.57 (\$6.37-\$6.82)	\$7.62-\$8.07	\$8.07-\$8.5

Previous rates reflect a 41-cent COLA fold-in.

Probationary period is 3 months. Maximum rates are reached on merit.

Cost of Living Allowance:

*5-cent advance COLA payment retroactive to November 3, 1979 and 10-cent advance payment November 1, 1981.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Triggers at 4% in each year. Adjusted quarterly. (Previously, 1¢ per 0.45 point rise in the CPI - 1961=100. Triggered at 6%, 4% and 4%. Adjusted quarterly.)

Shift Premium:

0-20¢-25¢ (0-15¢-20¢)

Paid Vacation:

4 weeks (new) at 8% after 12 years' service.

Vacation Pay:

Minimum \$115 (\$70) per week for employees unable to work during a portion of the preceding year due to sickness or injury.

Bereavement Leave:

Up to 3 (1) days' paid leave for the death of spouse's brother-in-law, spouse's sister-in-law and spouse's grandparent.

Crown Witness Leave (new):

Employee receives the difference between fees received and average hourly earnings.

Health and Welfare:

Life Insurance and A.D.& D. - \$10,000 (\$9,000) coverage.

Weekly Indemnity - Benefits increase to \$110 (\$90) per week.

Vision Care - Maximum claim for eyeglasses is \$60 (\$40) every two years.

Pension Plan:

Basic Benefit - Effective November 2, 1980, \$6.50 (\$5.50) per month per year of service. Effective November 8, 1981, \$7.50.

Supplementary Benefit - Effective November 2, 1980, \$7 (\$6) per month per year of service.

Safety Shoe Allowance:

Employer allows a 40% discount on the purchase of 2 pairs per year. (Previously, 40% for the first pair and 25% for the second pair for a maximum of 2 pairs per year.)

TEXTILE

Cornwall Spinners Ltd. at Cornwall - Local 1945, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 22, 1980 to March 21, 1982, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 22/80	Mar. 22/81
	General Increases	50¢	50¢
	Additional Adjustment	15¢ for Truck Drivers	
	Floorhand	\$5.25 (\$4.75)	\$5.75
	Truck Driver	\$6.50 (\$5.85)	\$7.00
	Maintenance	\$7.55 (\$7.05)	\$8.05

Paid Vacation: 3 weeks after 8(10) years' service.

Bereavement Leave: 1 day's paid leave granted to attend the funeral of grandparent, sister-in-law and brother-in-law (new).

Health and Welfare: Life Insurance - \$3,500 (\$2,500) coverage.

Extended Health Care Plan (new) - Employer pays 100% of the premiums for Blue Cross Plan with \$10 deductible for single coverage and \$20 deductible for family coverage.

CLOTHING

Associated Fur Industries of Toronto - Local 82, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1980 to February 28, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/80	Mar. 1/81
	General Increases	\$32 per week	\$30 per week
	Lining Operator	\$283 (\$251)	\$313
	Cutter 1st Class	\$317 (\$285)	\$347

Bereavement Leave (new): 3 days' paid leave granted upon death of mother, father, brother, sister or child.

WOOD

Dubreuil Brothers Limited at Dubreuilville - Employees' Association (Ind.): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	Apr. 1/80	Apr. 1/81	Sept. 1/81
	Increases	10% for piece-workers; 85¢ for other employees	8% for piece-workers; 60¢ for other employees	20¢ for all employees except piece-workers
	Additional Adjustment	40¢ for Truck Drivers		
	General Labour	\$7.61 (\$6.76)	\$8.21	\$8.41
	Mechanic Class A	\$9.90 (\$9.05)	\$10.50	\$10.70
Bereavement Leave:	Brother-in-law and sister-in-law are added for up to 3 days' paid leave.			
Jury Duty Pay (new):	Employer pays the difference between fees received and regular pay.			
Health and Welfare:	<p><u>Life Insurance and A.D.&D.</u> - \$15,000 (\$10,000) coverage.</p> <p>OHIP - Employer pays \$40 (\$38) for married employees and \$20 (\$19) for single employees toward the cost of premiums.</p> <p><u>Weekly Indemnity</u> - Benefit increases to \$200 (\$190) per week. Effective April 1, 1981, \$210. Payable on a 1-3-26 basis. (Previously, 1-7-26.)</p> <p><u>Long Term Disability Plan</u> - Benefit increases to \$600 (\$200) per month up to 50% of gross earnings.</p> <p><u>Dental Plan</u> - Employer pays 100% of premium costs for a plan equivalent to Blue Cross Dental Plan #7 with Riders 1 and 2 (previously a basic plan). Effective in 1980, payments are based on the 1978 Ontario Dental Association fee schedule. Effective in 1981, the 1979 O.D.A. fee schedule.</p>			

E.B. Eddy Forest Products Ltd. (Wood Products Division) at Nairn Township - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 216 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Sept.1/79	Jan.1/80	Sept.1/80
	General Increases	60¢	20¢	60¢

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
Additional Adjustments	Some classification adjustments and new classifications		
General Labourer	\$7.29 (\$6.69)	\$7.49	\$8.09
Electrician	\$8.94 (\$8.34)	\$9.14	\$9.74
Shift Premium:	Effective March 30, 1980, 0-18¢-23¢ (0-16¢-21¢). Effective September 1, 1980, 0-20¢-25¢.		
Paid Holidays:	Effective January 1, 1981, 1 floating holiday is added for a total of 12 days.		
Holiday Pay:	Employees obliged to cease work due to lay off, sickness or accident within 30 (21) days prior to the holiday shall receive holiday pay for the holiday(s).		
Vacation Pay:	8% after 12 (14) years' service.		
Bereavement Leave:	Son-in-law, daughter-in-law, brother-in-law and sister-in-law are included in up to 3 days' paid leave to attend funeral.		
Health and Welfare:	<u>Life Insurance</u> - Effective April 1980, \$20,000 (\$10,000) coverage.		
	<u>Weekly Indemnity</u> - Effective March 30, 1980, benefits increase to \$190 (\$170) per week. Effective September 1, 1980, \$210.		
	<u>Long Term Disability Plan (new)</u> - Effective January 1, 1980, employer pays 100% of the premiums for a plan which provides benefits of 50% of monthly earnings to a maximum \$800 per month.		
	<u>Dental Plan</u> - Effective January 1, 1980, payments are based on the 1978 (1976) Ontario Dental Association fee schedule. Effective January 1, 1981, the 1979 O.D.A. fee schedule.		
Overtime Meals (new):	Employer provides meal for any employee who works 4 or more hours overtime.		
Safety Shoe Allowance:	Effective March 30, 1980, employer contributes \$7 (\$4) per pair for approved safety shoes.		
Tool Allowance:	Employer will pay 50% (new) of the difference between the government allowance and the actual cost of metric tools when required.		

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada, Toronto and area - Local 28-B, Graphic Arts (AFL-CIO/CLC) (630 bookbinders): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81
	Increases		
	Journeyman I	9.5%	10%
	Student	25¢	25¢
	Apprentices and Assistants receive increases proportional to scale based on Journeyman I rate.		
	Student	\$4.25 (\$4.00)	\$4.50
	Journeyman II*	\$7.07 (\$6.40)	\$7.85
	Journeyman I	\$10.29 (\$9.40)	\$11.32
	*Journeyman II - Effective January 1, 1980, 68.7% (68%) of Journeyman I rate. Effective January 1, 1981, 69.3%. Effective December 1, 1982, 70%.		
Hours of Work:	35 per week (unchanged).		
Shift Premium:	Effective January 1, 1980, 15% of day rate to a maximum 0-75¢-75¢ (0-70¢-70¢). Effective January 1, 1981, maximum 0-85¢-85¢.		
Paid Holidays:	1 floating holiday is added for a total of 11 days.		
Paid Vacation:	In 1980, 4 weeks after 11 (12) years' service and 5 weeks after 21 years (22); 2 weeks after 1 year and 3 weeks after 3 years (unchanged). In 1981, 5 weeks after 20 years.		
Bereavement Leave:	5 (3) days' paid leave for spouse.		
Health and Welfare:	Welfare Plan - Effective March 1, 1980, employer contributes \$7.02 (\$6.72) per week. Effective July 1, 1981, \$7.82. The Plan includes Life Insurance, A.D. & D., Major Medical, Weekly Indemnity and Retiree Coverage. The employer also contributes \$2.98 per week for a Dental Plan (unchanged).		
	OHIP - Effective January 1, 1980, employer contributes \$7 (\$5.50) per month for single coverage and \$14 (\$11) per month for family coverage. Effective January 1, 1981, \$10 and \$20. OHIP allowance for part-time employees effective January 1, 1980, 32¢ per hour for single coverage and 64¢ for family coverage (25¢/50¢). Effective January 1, 1981, 46¢/92¢.		
Pension Plan:	Employer Contribution - Effective March 1, 1980, 70¢ (55¢) per regular shift worked or compensated for as a holiday or vacation. Effective July 1, 1981, 75¢.		
Supplemental Unemployment Benefit Plan (new):	Effective July 1, 1980, employer contributes \$3 per week per employee. No contributions when fund level is at \$100 per employee. Benefits may commence on or after March 1, 1981. Benefit when added to U.I.C. benefit to equal 70% of regular earnings to a maximum of \$125 per week for 51 weeks.		

Safety Effective January 1, 1980, \$25 (\$20) per year. Effective January
Footwear: 1, 1981, \$30.

PRIMARY METAL

Union Carbide Canada Ltd. at Welland - Local 523, Electrical, Workers (UE)(CLC) (615
hourly rated plant employees): A 12-month renewal agreement
effective from April 1, 1980 to March 31, 1981, settled with
mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>July 1/80</u>
	General Increases	\$1.00	25¢
	Janitor	\$8.83 (\$7.83)	\$9.08
	Lift Truck Operator	\$9.24 (\$8.24)	\$9.49
	Electrician "A"	\$10.90 (\$ 9.90)	\$11.15
	Head Bricklayer	\$11.05 (\$10.05)	\$11.30
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-25¢-30¢ (0-19¢-25¢).		
Saturday Premium (new):	\$1.00 per hour		
Paid Holidays:	Remembrance Day is added for total of 12 days.		
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).		
Health and Welfare:	<u>Weekly Indemnity</u> - \$240 (\$190) per week for 26 weeks. <u>Dental Plan</u> - Effective July 1, 1980, deduction on routine items removed, annual maximum increased to \$1,000 (\$500) and lifetime maximum to \$10,000 (\$5,000). Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.		

Eldorado Nuclear Limited at Port Hope - Local 13173, Steelworkers (AFL-CIO/CLC): A
36-month renewal agreement effective from April 1, 1980 to March
31, 1983, covering 379 employees, settled at the bargaining
stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 16/80</u>	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
	General Increases	70¢	35¢	20¢

	<u>Mar. 16/80</u>	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
Job Class Increment	13¢ (12.5¢)	13.5¢	14¢
General Plant Labour	\$7.330 (\$6.625)	\$7.685	\$7.890
Fork Lift Mechanic - Class I	\$8.76 (\$8.00)	\$9.17	\$9.43
Cost of Living Allowance (new):	Effective April 1, 1981, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. To be adjusted quarterly.		
Paid Vacation:	4 weeks after 10(12) years' service.		
Health and Welfare:	OHIP, Semi-Private Hospitalization, - Employer pays 85% (75%) of premium costs. Effective April 1, 1981, 100%.		
	Life Insurance and A.D.&D - Employer pays 85% (75%) of premium costs. Effective April 1, 1981, 100%. Effective April 1, 1982, \$20,000 (\$10,000) coverage.		
	Weekly Indemnity - Employer pays 85% (75%) of premium costs. Effective April 1, 1981, 100%. Benefit increases to \$174 (\$169) per week. Payable for 52 (41) weeks with the UIC carve-out for 15 weeks. Benefit increases in accordance with the UIC maximum.		
	Extended Health Care Plan - Employer pays 85% (75%) of premium costs. Effective April 1, 1981, 100%. \$10/\$20 (\$15/\$30) deductible.		
	Vision Care (new) - Employer pays 85% of premium costs. Effective April 1, 1981, 100%. Plan provides \$50 per year per family member toward the cost of prescription glasses and contact lenses.		
	Dental Plan (new) - Employer pays 85% of premium costs for a basic plan. Effective April 1, 1981, 100%. No deductible.		

METAL FABRICATING

Fabricated Steel Products (Windsor) Ltd. at Windsor - Local 195, Auto Workers (CLC):
A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 406 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
General Increases	50¢	25¢	20¢	
COLA Fold-in	\$1.39			
Additional Adjustments	Some classification adjustments			

	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Press Operator	\$8.92 (\$7.03)	\$9.17	\$9.37
Welder "B"	\$9.17 (\$7.28)	\$9.42	\$9.62

Cost of Living Allowance: \$1.39 of the \$1.44 generated under the previous agreement is folded into wages on January 1, 1980, leaving a float of 5 cents.

1¢ per 0.3 change in the Consumer Price Index - 1971=100. To be adjusted and payable quarterly. (Basic formula is unchanged.)

Shift Premium: 0-22¢-27¢ (0-16¢-20¢).

Paid Holidays: Civic Holiday is added for a total of 14 days.

Paid Personal Days: 1 floating day plus 1 additional day are added for a total of 5 (3) days per year.

Paid Vacation: 4 weeks after 12 (13) years' service.

Vacation Pay: 11% (10%) after 18 years' service and 12% (11%) after 25 years.

Bereavement Leave: Brother-in-law, sister-in-law, grandchild and grand-parent are added for 1 day's paid leave.

Jury Duty: Provision is extended to include 1 subpoena witness per case.

Paid Education Leave(new): Employer contributes 1¢ per hour worked.

Health and Welfare: Life Insurance - Effective March 1, 1980, \$15,000 (\$10,000) coverage.

Life Insurance for Retirees - Effective March 1, 1980, \$2,000 (\$1,000) coverage.

A.D. & D. (new) - Effective March 1, 1980, employer pays 100% of premium costs for plan providing \$15,000 coverage.

Weekly Indemnity - Effective January 1, 1980, \$180 (\$150) per week. Effective January 1, 1982, \$190 per week. Eligibility period is 4 days (previously, upon admittance to hospital.) Benefit is extended an additional 52 weeks at \$100 per week. (Previously, payable on 1-8-52 basis.)

Out-of-Province Hospital Coverage and Semi-Private Hospitalization Plan (new) - Effective March 1, 1980, employer pays 100% of premium costs.

Long Term Disability - Effective March 1, 1980, benefit extension period for laid-off employees is pro-rated by years of service to a maximum of 5 additional months coverage (new).

Vision Care (new) - Effective March 1, 1980 employer pays 100% of premium costs. Maximum claim for eyeglasses is \$40 every 2 years.

Dental Plan - Effective March 1, 1980, denture coverage is added. 50% co-insurance.

Pension Plan: Basic Benefit - \$10 (\$7) per month per year of service.

Death Benefit (new) - \$2,000 for vested employees.

Safety Shoe Allowance: Employer pays \$30 (\$20) toward the cost of 1 pair per year.

Tool Allowance (new): Employer pays \$35 for every 1000 hours worked to a maximum of \$280 for 8000 hours.

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal, St. Andre and St. Augustine, Que. and the Montreal Armature Company Ltd. at Montreal, Que. - Various Locals, Electrical, Workers (IUE) (AFL-CIO/CLC) (2,440 salaried, hourly and incentive employees): Two 36-month renewal agreements (one agreement for each province), effective from March 5, 1980 to March 4, 1983, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 24/80	Sept. 1/80	Mar. 5/81	Mar. 8/82
COLA Fold-in		38¢		Allowance to date	Allowance to date
Increases*					
Hourly		63¢-\$1.18	8¢	35¢	28¢
Salaried		\$21.20-\$47.20	\$3.20	\$12-\$14	\$9.20-\$11.20
Assembler (Light, repetitive)					
Oakville		\$7.17 (\$6.16)	\$7.25	\$7.60	\$7.88
Labourer					
Oakville		\$7.34 (\$6.33)	\$7.42	\$7.77	\$8.05
Montreal		\$7.28 (\$6.27)	\$7.36	\$7.71	\$7.99

	<u>Mar. 24/80</u>	<u>Sept. 1/80</u>	<u>Mar. 5/81</u>	<u>Mar. 8/82</u>
Electrician Gr. 1				
Oakville	\$9.90 (\$8.34)	\$9.98	\$10.33	\$10.61
Montreal	\$9.60 (\$8.04)	\$9.68	\$10.03	\$10.31
Tool & Die Maker Gr. 1				
Oakville	\$10.12 (\$8.56)	\$10.20	\$10.55	\$10.83

*Hourly increases shown are per hour, salaried are per week.
Overall increases, including COLA fold-ins, for incentive workers are approximately commensurate with those shown for hourly rated employees.

Lump Sum Payment: 10% of gross earnings for the period between March 5, 1980 and March 24, 1980 in lieu of retroactivity.

Cost of Living Allowance: Effective 1980, 1¢ for each 0.34 rise in the Consumer Price Index - 1971=100, between August and November. Folded into rates March 5, 1981.

Effective in 1981, same formula; 3 quarterly adjustments starting February to May. Folded into rates March 8, 1982.

Effective in 1982, 1¢ for each 0.32 rise in the CPI; 4 quarterly adjustments starting November 1981 to February 1982. (Previous formula, 1¢ for each 0.34; calculated quarterly during last year. Generated 38¢.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective March 24, 1980, 0-25¢-50¢ (0-23¢-25¢).

Call-in Pay: Minimum 4 (3) hours.

Paid Holidays: 1 floating holiday is added in 1982 for a total of 12 days. If Heritage Day is legislated, it will be considered the twelfth day.

Paid Vacation: Effective in 1980, 4 weeks after 13 (14) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years, and 6 weeks after 30 years (unchanged). Effective in 1981, 4 weeks after 12 years and 5 weeks after 23 years.

Bereavement Leave: Brother-in-law and sister-in-law of employee added for up to 3 days' paid leave.

Court Witness Leave (new): Same coverage as for jury duty - compensated for any net loss in earnings.

Health and
Welfare:

Basic and Extended Medical Plan

Effective 1980, the \$10/\$20 deductible is eliminated. Coverage is extended to include medical benefits outside Canada. Retiree's coverage increases to \$30,000 (\$6,000) maximum. Spouse and dependants are covered for employees retiring after January 1, 1980.

The 15% co-insurance for ambulance service is removed.

Effective 1981, coverage for hearing aids is added. Maximum claim is \$300 every 3 years.

Short Term Disability - A new 1-1-8-26 plan that pays 66 2/3% of normal pre-disability earnings with no maximum. (This plan replaces a U.I.C. integrated Weekly Indemnity Plan which paid on a 1-1-8-54 basis with a maximum of \$175 per week.)

Wage Continuance Plan - Pays 66 2/3% of earnings for 4th or 5th day of absenteeism due to a non-hospitalized illness (unchanged). Eligibility after 3 months' (1 year's) service.

Long Term Disability Plan - To be integrated with U.I.C. and provide a benefit of 50% of pre-disability straight time earnings with no maximum but less any applicable primary statutory benefits. (Previously \$500-\$600 per month less any applicable primary or secondary statutory benefits).

Dental Plan - Effective in 1980, coverage for restorative services is extended. Effective in 1981, coverage for prosthodontic services is added on a 50% co-insurance basis. Payments are based on the 1978 (1977) Dental Association fee schedule in the first year, the 1979 fee schedule in the second year, and the 1980 fee schedule in the third year.

Pension Plan;

Basic Benefit Plan - New formula. Non-contributory; earnings-related and based on best 3-year or 5-year average earnings, whichever is higher. Benefits range from \$9.60 to \$16 per month per year of service for past and future service. (Previously based on best 5-year average with benefits ranging from \$6.20 to \$9.)

Employee contributions to the Additional Plan will cease. Existing fund will be used to provide additional payments in the form of annuities at the time of retirement. Payroll deductions previously made for the Addition Plan may now be directed to CGE Supplementary Pension Plan (savings and investment options) to buy additional annuity income.

Supplemental Benefits - Effective in 1980, \$7 (\$6) per month per year of service. Effective in 1981, \$8. Effective in 1982, \$9.

Vested Pension Right - 10 years of service. (Previously, 15 years or 10 years at age 40.)

Safety Shoe
Allowance:

\$35 (\$27.50) maximum per year for employees working in a designated area.

Canwirco Incorporated, formerly Canada Wire and Cable Ltd. at Simcoe - Local 6187, Steelworkers (AFL-CIO/CLC)(hourly rated employees): A 24-month renewal agreement effective from February 20, 1980 to February 19, 1982, covering 220 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 20/80	Aug. 20/80	Feb. 20/81
General Increases		60¢	30¢	48¢
COLA Fold-in		17¢		
Additional Adjustments for Electrician, Machinist, Industrial Mechanic and Millwright classifications		10¢	10¢	10¢
Floorworker		\$6.14-\$6.29 (\$5.37-\$5.52)	\$6.44-\$6.59	\$6.92-\$7.07
Industrial Electrician		\$8.03-\$8.18 (\$7.16-\$7.31)	\$8.43-\$8.58	\$9.01-\$9.16

Probationary period is 50 days worked. Maximum rates are reached after three 50-working day increases of 5¢ each.

Cost of Living Allowance: Guaranteed COLA float of 15¢ per hour effective May 20, 1981, August 20, 1981 and November 20, 1981 for actual hours worked. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 6% over the January 1978 Index.)

Shift Premium: 0-22¢-26¢ (0-18¢-22¢).

Overtime Pay: Double-time after 8 (12) consecutive hours on a Saturday.

Paid Lunch: 1/2 hour for all shift workers. (Previously, for selected shifts only.)

Paid Holidays: Heritage Day if declared, is added for a total of 12 days.

Paid Vacation: 5 weeks after 21 (23) years' service.

Health and Welfare: Weekly Indemnity - Effective April 1, 1980, benefits increase to \$150 (\$120) per week. Effective February 1, 1981, \$160 per week.

Dental Plan - Effective April 1, 1980, payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective February 1, 1981, the 1980 O.D.A. fee schedule.

Pension Plan: Retirement Benefit - \$7 per month per year of credited service. (Previously, \$4.80 per month for credited service prior to November 20, 1970, and \$5 thereafter.)

Safety Shoe Allowance: Employer contributes \$18 (\$15) per pair.

Federal Pioneer Limited at Toronto - Local 521, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1979 to October 31, 1981, covering 450 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/79	Nov. 1/80
	General Increases	7%	6%
	COLA Fold-in	34¢	
	Additional Adjustments	Various classification adjustments.	
	Labour Grade 1 (Assembler Machine Operator)	\$5.78-\$5.99 (\$5.08-\$5.28)	\$6.01-\$6.33
	Labour Grade 17 (includes Plant Electrician 1)	\$9.68-\$9.86 (\$8.73-\$8.90)	\$10.24-\$10.43

Probationary period is 55 days worked. Maximum rates are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: Effective November 1979, 1¢ per 0.5 point rise in the Consumer Price Index - 1971=100, above the base of 192.1. To be adjusted quarterly. Effective November 1, 1980, 1¢ per 0.4 rise in the CPI. (Previously, 1¢ per 0.5 rise in the CPI - 1961=100, above the base 174.9. Triggered at 6%. Adjusted quarterly.)

Shift Premium: 0-25¢-25¢ (0-22¢-22¢). Effective November 1, 1980, 0-27¢-27¢.

Safety Monitor Premium: 15¢ (10¢) per hour.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Years' Day are added for a total of 12 (11) days. Heritage Day if declared a statutory holiday, is added.

Paid Vacation: 3 weeks after 4 (5) years' service. 4 weeks after 12 (13) years. Effective November 1, 1980, 4 weeks after 11 years.

Health and Welfare: Life Insurance and A.D.& D. - \$9,000 (\$8,000). Effective November 1, 1980, \$10,000. Employer pays 100% (50%) of the cost of life insurance premiums.

Pension Fund: Employer contributes 15¢ (9¢) per hour.

Safety Shoe Allowance: Employer pays \$25 (\$18) towards the cost of 1 pair of safety shoes per year. Effective November 1, 1980, \$30.

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials/Gypsum Products at Caledonia - Local 14994, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 29, 1980 to February 28, 1982, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 29/80	Feb. 28/81
	General Increases	65¢	60¢
	Skilled Trades Premium	65¢ for Journeyman Mechanic and Journeyman Electrician	
	Job Class 2 (includes Labourer)	\$7.38 (\$6.73)	\$7.98
	Job Class 15 (General Repair-Mechanical)	\$8.67 (\$7.37)	\$9.27

Shift Premium: 0-20-30¢ (0-15¢-25¢).

Paid Vacation: 3 weeks after 4 (5) years' service. Effective in 1981, 4 weeks after 10 (12) years.

Health and Welfare: OHIP, Life Insurance, Weekly Indemnity and Long Term Disability - Employer pays 90% (85%) of premium costs.

Life Insurance - \$15,000 (\$12,000) coverage.

Dental Plan (new) - Employer pays 85% of cost of premiums for a basic plan. Payments are based on the 1979 Ontario Dental Association fee schedule.

Meal Allowance: \$3.50 (\$2.50)

Safety Shoe Allowance: \$30 (\$25) per year.

COMMUNICATION

Bell Canada in Ontario and Quebec - Communications Workers (CLC) (7,400 traffic operators and dining service employees): A 20-month renewal agreement effective from March 30, 1980 to November 24, 1981, with wages retroactive to November 25, 1977, settled during a work stoppage. Duration of negotiations - 8 months.

Prior to July 1979, employees were represented by the Communications Union Canada.

Wages:	Effective	<u>Nov. 25/77</u>	<u>Nov. 25/78</u>
	<u>Weekly Rates</u> <u>Montreal & Toronto</u>		
	General Increases	.9634%	15.9%
	COLA Fold-in	2.8%	
	Dining Service Attendant	\$134.66-\$148.42 (\$129.75-\$143.00)	\$156.10-\$172.05
	Operator	\$143.75-\$196.16 (\$138.50-\$189.00)	\$166.65-\$227.35
	Effective	<u>Nov. 25/79</u>	<u>Nov. 25/80</u>
	General Increases	12.2%	9%
	Dining Service Attendant	\$175.15-\$193.05	\$190.95-\$210.45
	Operator	\$187.00-\$225.10	\$203.85-\$278.05
Cost of Living Allowance:	Effective September 1, 1981, all basic rates to be increased by the percentage difference between the Consumer Price Index for June 1981 and the CPI for June 1980. Triggered at 8%.		
Zoning Improvements:	Effective April 1, 1980, Wage Group B will be eliminated and all localities will move to Wage Group A. Effective November 1, 1981, Montreal and Toronto rates apply to Operator Schedules in all localities.		
Hours of Work:	6 1/2 - 7 3/4 hours per day, depending on tour worked (unchanged).		
Overtime Pay:	Double time for daily overtime worked after 6 p.m. on a Friday (new). Double time (time and one-half) for daily overtime worked on all holidays, Saturdays, Sundays, after 12 noon on December 24 and after 6 p.m. on December 31.		
Premium Pay/ Christmas Eve and New Year's Eve:	For hours worked within an assigned tour on December 24, all day (previously after 12 noon only) and on December 31, all day (previously after 6 p.m. only) a payment of straight time additional to be made.		
Paid Holidays:	1 float added for a total of 12.		
Paid Vacation:	4 weeks after 12 (14) years' service, 5 after 21 (24) and 6 after 31 (new); 2 after 1 and 3 after 3 (both unchanged).		
Health and Welfare:	Sick Leave - Absence due to sickness or quarantine prior to the 8th full calendar day to be paid in whole or part, depending upon length of service. With service of 6 months to 2 years, paid after 2 (3) days; 2 to 4 (5) years, after 1 (2) day; 4 (5) years or more, fully paid.		

EDUCATION AND RELATED SERVICES

Frontenac - Lennox and Addington County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 233 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80	Sept. 1/80
	Increases	8.5%	1.85%	8%
	Teacher - Category D 0-6 years	\$10,696-\$15,518 (\$ 9,858-\$14,302)	\$10,893-\$15,804	\$11,764-\$17,068
	Teacher - Category A1 0-11 years	\$13,848-\$23,369 (\$12,763-\$21,538)	\$14,103-\$23,799	\$15,231-\$25,703
	Teacher - Category A4 0-12 years	\$16,568-\$28,809 (\$15,270-\$26,552)	\$16,873-\$29,340	\$18,223-\$31,687

Responsibility Allowance: Principals
Elementary - \$5,300 (\$4,300)
Secondary - \$6,300 (\$5,300)
 (Previously, based on number of teachers.)

Health and Welfare: Dental Plan - Employer pays 75% (50%) of premium costs.

Travel Allowance: 25¢ (22¢) per mile or 16¢ per kilometer.

Sabbatical Leave (new): The board pays 75% of salary for 1 year's leave for teachers with 7 years' teaching experience and a minimum of 75% to a maximum of 100% if the leave is initiated by the Board.

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco Ontariens (Ind.) (1,100 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	Increases		
	Teacher Salary Grid	7.5%	7.8%
	Vice-Principal	\$2,400 per year	\$2,500 per year
	Principal	\$2,400 per year	\$2,600 per year
	<u>Annual Rates</u>		
	Teacher - Category I 0-11 years	\$14,466-\$24,197 (\$13,457-\$22,509)	\$15,594-\$26,084

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Teacher - Category IV 0-11 years	\$17,359-\$30,906 (\$16,148-\$28,750)	\$18,713-\$33,317
Vice-Principal	\$35,240-\$37,040 (\$32,840-\$34,640)	\$37,740-\$39,540
Supervisors of Curriculum and Instruction 0-2 years	\$36,730-\$39,600 (\$34,330-\$37,200)	\$39,230-\$42,100
<u>Principal</u>		
Vocational Secondary Schools 0-2 years	\$36,920-\$39,700 (\$34,520-\$37,300)	\$39,520-\$42,300
Composite Secondary and Grade 13 Schools 0-2 years	\$38,640-\$41,800 (\$36,240-\$39,400)	\$41,240-\$44,400

Surplus and
Redundancy
Clause (new):

Procedures for being declared surplus or redundant are specified. Based on seniority with right to "bump". Up to 10 teachers, declared surplus and not placed in alternative positions, to be retained in a supply pool for 1 year. Redundant teachers have right of recall or may elect severance pay with a maximum value of 20% of annual salary.

To alleviate lay-offs, clause provides for a "Four Over Five Year Plan" and the opportunity for a full-time teacher to elect part-time status.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective Jan. 1/80
General Increase 61¢-69¢ per hour

Annual Rates

Labourer	\$14,322-\$14,763 (\$13,053-\$13,494)
Caretaker	\$15,008-\$15,492 (\$13,769-\$14,213)
Journeyman Electrician	\$16,924-\$17,405 (\$15,527-\$15,968)

Probationary period is 6 months. Maximum rates are reached after one 3-month and one 9-month increase.

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Life Insurance - \$1,500 (\$1,000) paid-up life policy for employees retiring from the board.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/80

General Increase 9%

Bi-weekly Salaries

Level 1 (Mail Clerk) \$335-\$397
(\$307-\$364)

Level 9 (Architect-
ural Technologist) \$655-\$864
(\$601-\$793)

Probationary period is 5 months. Maximum rates for Level 1 are reached after 3 annual increases and for Level 9, after 5 annual increases.

Health and Welfare: Life Insurance - \$1,500 (\$1,000) paid-up life policy for employees retiring from the board.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) (535 employees): A 12-month renewal agreement effective September 1, 1979 to August 31, 1980, settled at post mediation bargaining stage. Duration of negotiations - 15 months.

Wages: Effective Sept. 1/79 Jan. 1/80

Annual Rates

Teacher - Category D 2-8 years \$11,439-\$15,365 \$12,025-\$16,152
(\$11,032-\$14,818)

Teacher - Category A1 0-10 years \$12,561-\$21,309 \$13,204-\$22,400
(\$12,114-\$20,551)

Teacher - Category A4 0-10 years \$15,253-\$28,039 \$16,034-\$29,474
(\$14,710-\$27,041)

Responsibility Principal - 43% (45%) of Category A1 minimum
 Allowances: Coordinator - 43% (45%) of Category A1 minimum
 Major Head - \$1,800 (\$1,700)
 Minor Head - \$1,200 (\$1,100)
 Assistant Head - \$400 (\$300).

Niagara South Board of Education - Secretarial and Clerical Association (Ind.): A
 12-month renewal agreement effective from January 1, 1980 to
 December 31, 1980, covering 200 employees, settled at the
 bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
	Increases	\$10 - \$22	\$4
	Clerk Typist	\$171-\$201 (\$161-\$185)	\$175-\$205
	Secretary I	\$201-\$261 (\$184-\$239)	\$205-\$265

Probationary period is 6 months. Maximum rates for Clerk Typist
 are reached after 3 years and for Secretary I after 5 years.

Paid Holidays: One day during Christmas in lieu of Heritage Day for a total of
 13 days.

Paid Vacation: 5 weeks after 18(19) years' service.

Health and Welfare: Extended Health Care - Maximum of \$80 (\$60) every 2 years for
 eyeglasses.

North York City Board of Education - Ontario Secondary School Teachers' Federation
and Association des Enseignants Franco-Ontariens (Ind.) (2,380
employees): A 36-month renewal agreement effective from
September 1, 1978 to August 31, 1981, settled by mediation-arbit-
ration. Duration of negotiations - 27 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	General Increases	6%	6%	6%*
	Teacher - Group I 0-10 years	\$13,345-\$22,970 (\$12,590-\$21,670)	\$14,146-\$24,348	\$14,995-\$25,809
	Teacher - Group IV 0-10 years	\$16,041-\$28,617 (\$15,133-\$26,997)	\$17,003-\$30,334	\$18,023-\$32,154
	Principal 0-3 years	\$36,771-\$39,786 (\$34,690-\$37,534)	\$38,488-\$41,503	\$40,308-\$43,323

	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Vice Principal 0-3 years	\$31,615-\$34,634 (\$29,825-\$32,674)	\$33,332-\$36,351	\$35,152-\$38,171
Co-ordinator 12-month term	\$35,106-\$38,124 (\$33,119-\$35,966)	\$36,823-\$39,841	\$38,643-\$41,661

*An increase of 6% plus any amount in excess of 6% received by other Metro area Boards for September 1, 1980.

Cost of Living Allowance (new):	Effective September 1, 1979, monthly adjustments to equal the percentage increase in the Metropolitan Toronto Consumer Price Index - 1971=100, using the index for September 1979 as the base in the first year and September 1980 in the second. Triggered at 7% in the first year and 8% in the second. Any allowance generated will be paid in a lump sum at the end of each year of the agreement.
Post Graduate Degree Allowances:	<u>Masters Degree or Above</u> - Effective September 1, 1979, \$742 (\$700) per school year. <u>Masters Degree or Above plus an Additional Post Graduate Degree</u> - Effective September 1, 1979, \$265 (\$250) per school year.
Principal Expense Allowance:	Effective September 1, 1980, \$650 (\$600) per school year.
Responsibility Allowance:	Effective September 1, 1979, increased by 6%.
Special Education Teacher Allowance:	<u>Elementary Certificate</u> - Effective September 1, 1979, \$424 (\$400) per school year. <u>Specialist Certificate</u> - Effective September 1, 1979, \$822 (\$775) per school year.
Health and Welfare:	<u>Extended Health Benefits</u> - Effective September 1, 1980, \$75 (\$60) per person every 2 years for eye glasses. Effective April 1, 1980, hearing aid coverage increases to \$400 (\$300) per person. <u>Dental Plan</u> - Effective April 1, 1980, payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective August 31, 1980, based on the 1980 schedule.
Surplus and Redundancy Clause:	New article maintains the use of seniority in declaring teachers surplus and reserves available job opportunities for such teachers. In addition, the article includes the following provisions:

- Vacant teaching positions which remain unfilled in a Board will be available in order of Metro-wide seniority to surplus teachers in another Board in Metropolitan Toronto.
- Option to teach part-time
- Option to take leave of absence

- Option to take off 1 year in 5 with 4 years' salary spread over 5 years
- Career counselling and retraining
- Possible retention under contract in a teacher placement pool - limited to 2% of staff
- Severance pay
- Recall rights

Peel Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,911 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 15 months.

Wage rates will be determined by arbitration.

Responsibility Allowances: Consultant, Resource Teacher, Continuing Education Assistant, Career Orientation Officer - \$2,860 (\$2,600).

Major Department Head - \$2,750 (\$2,500).

Minor Department Head - \$1,980 (\$1,800).

Stormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (530 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80	Sept. 1/80
Average Increases		6%	1.11%	8%
<u>Annual Rates</u>				
Teacher - Group 1 0-11 years	\$14,120-\$23,990 (\$13,324-\$22,652)	\$14,275-\$24,255	\$15,420-\$26,195	
Teacher - Group 4 0-11 years	\$16,250-\$29,670 (\$15,333-\$27,979)	\$16,415-\$30,000	\$17,725-\$32,400	
Vice-Principal 0-4 years	\$34,830-\$37,070 (\$32,860-\$34,980)	\$35,220-\$37,480	\$38,040-\$40,480	
Principal 0-4 years	\$38,200-\$40,440 (\$36,040-\$38,160)	\$38,630-\$40,890	\$41,720-\$44,160	

Health and Welfare: Effective September 1, 1980, the Board pays 80% (75%) of premiums for medical, hospital and dental services.

Seniority: Full seniority will be accumulated while on leave of absence without pay or when teaching a reduced timetable (new).

Recall Rights (new): Teachers who have been terminated will have the right to recall for a period of 12 months from the effective date of termination, subject to direct seniority and qualifications.

Pupil Teacher Ratio: As of September 30, will not exceed 17.0:1.

Toronto City Board of Education - Toronto Building and Construction Trades Council (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 423 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Apr. 1/80</u>
	General Increases	75¢	16¢
	Plasterer, Labourer	\$9.62 (\$8.87)	\$9.78
	Plumber	\$12.45 (\$11.70)	\$12.61

Effective	<u>Jan. 1/81</u>	<u>Apr. 1/81</u>
General Increases	81¢	17¢
Plasterer, Labourer	\$10.59	\$10.76
Plumber	\$13.42	\$13.59

Premium Pay:	Effective hourly	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	Keyman	45¢ (40¢)	50¢
	Assistant Foreman	65¢ (55¢)	70¢
	Substitute Foreman	80¢ (70¢)	85¢

Paid Vacation: 5 weeks after 18 (19) years' service and 6 weeks after 29 (30) years.

Health and Welfare: Life Insurance - \$100,000 (\$80,000) maximum coverage. Employer pays 100% (75%) of premium cost for \$25,000 coverage and 75% of costs for balance.

Dental Plan (new) - Employer pays 50% of premium costs for basic dental plan based on the current Ontario Dental Association fee schedule.

Travel Allowance: 75¢ (60¢) per move. Effective January 1, 1981, 80¢ per move. 35¢ (30¢) per move in addition to the above if carrying employers property. Effective January 1, 1981, 40¢ per move.

Safety Shoe Allowance: \$45 (\$27.50) per year.

Tool Allowance: \$20 (new) per year to replace lost tools.

Part-time 20¢ (new) per hour in lieu of fringe benefits.
Employees:

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (775 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Increases	9% across the board	9% on the average including special payment to the grid maximums

Annual Rates

Teacher - Category D 0-6 years	\$11,146-\$15,296 (\$10,225-\$14,033)	\$12,147-\$16,395
Teacher - Category A1 0-12 years	\$13,652-\$24,264 (\$12,524-\$22,260)	\$14,879-\$25,599
Teacher - Category A4 0-12 years	\$16,684-\$29,566 (\$15,306-\$27,124)	\$18,184-\$32,380

Responsibility Allowances:

Principal (Junior Schools, K-6 or K-8) - Sept. 1, 1979, \$4,200-\$6,200 (\$3,950-\$5,850). Sept. 1, 1980, \$4,500-\$6,600.

Vice Principal (Junior Schools, K-6 or K-8) - 50% (unchanged) of above principal's allowance.

Principal (Senior Schools) - Sept. 1, 1979, \$6,600-\$9,200. (Maximum of own level plus 23%.) Sept. 1, 1980, \$7,000-\$9,800.

Vice Principal (Senior Schools) - Sept. 1, 1979, \$3,900-\$5,800 (\$3,685-\$5,485). Sept. 1, 1980, \$4,150-\$6,200.

Subject Chairman (Senior Schools) - Sept. 1, 1979, \$880 (\$848) for 60 periods or less; \$1,760 (\$1,696) for more than 60 periods. Sept. 1, 1980, \$925 and \$1,850, respectively.

Department Head - Sept. 1, 1979, Major \$2,250 (\$2,175), Assistant \$1,040 (\$1,000), Minor \$1,100 (\$1,060). Sept. 1, 1980, Major \$2,350, Assistant \$1,100, Minor \$1,160.

Resource Teacher - Sept. 1, 1979, \$1,160 (\$1,100). Sept. 1, 1980, \$1,225.

Consultant - Sept. 1, 1979, \$2,270-\$2,870 (\$2,150-\$2,750). Sept. 1, 1980, \$2,400-\$3,000.

Special Education Certificates - Allowances increase by \$25 each year of agreement.

Home Instruction Teacher - Sept. 1, 1979, \$8.50 (\$8) per hour.
Sept. 1, 1980, \$9.

Special
Payment (new): Lump sum payment ranging from \$276 to \$480, depending on
category, to be paid in September 1980 to teachers who are at
grid maximum.

Evaluation for
Grid Placement: Effective September 1, 1980, based on Qualifications Evaluation
Council of Ontario Programme 3 (QECO 2).

Health and
Welfare: Extended Health Care - Effective September 1, 1980, employer
contributes \$1.75 (\$1.33) per month for single coverage and \$7
(\$5.53) for dependent coverage.

Dental Plan - Effective September 1, 1980, employer contributes
\$6.20 (\$5.83) per month for single coverage and \$12.90 (\$12.19)
for dependent coverage.

Wellington County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation (Ind.)
(725 employees): A 24-month renewal agreement effective from
September 1, 1979 to August 31, 1981, settled at the post
fact-finder stage. Duration of negotiations - 15 months.

Wages:	Effective	Sept. 1/79	Feb. 1/80	Sept. 1/80
	<u>Increases</u>	6.2% on the average	3.1% on the average	7.9% across the board
<u>Annual Rates</u>				
Teacher - Category D 0-6 years	\$10,616-\$14,915 (\$10,000-\$14,050)	\$10,949-\$15,374	\$11,812-\$16,596	
Teacher - Category A1 0-10 years	\$14,438-\$23,674 (\$13,600-\$22,300)	\$14,927-\$24,516	\$16,113-\$26,464	
Teacher - Category A4 0-11 years	\$16,667-\$29,300 (\$15,700-\$27,600)	\$17,109-\$30,200	\$18,469-\$32,600	
Responsibility Allowances:	<u>Principal*</u>	\$ 2,601-\$8,121 (\$ 2,450-\$7,650)	\$ 2,681-\$8,371	\$ 2,894-\$9,036
*3 groups according to number of teachers supervised. 8 years to maximum in each group. Overall range for the 3 groups is shown.				
	<u>Vice- Principal</u> 0-4 years	\$2,070-\$2,919 (\$1,950-\$2,750)	\$2,134-\$3,009	\$2,304-\$3,248
	<u>Consultant</u> 0-6 years	\$2,442-\$4,353 (\$2,300-\$4,100)	\$2,517-\$4,486	\$2,717-\$4,843

Special Education Elementary Certificate - Sept. 1, 1979.....\$318 (\$300)
Allowance: - Feb. 1, 1980.....\$328
- Sept. 1, 1980.....\$354

Intermediate Certificate - Sept. 1, 1979.....\$531 (\$500)
- Feb. 1, 1980.....\$547
- Sept. 1, 1980.....\$590

Specialist Certificate - Sept. 1, 1979.....\$743 (\$700)
- Feb. 1, 1980.....\$766
- Sept. 1, 1980.....\$827

Extra Degree PhD., M.A., M.Sc., M.Math - Sept. 1, 1979.....\$955 (\$900)
Allowance: - Feb. 1, 1980.....\$985
- Sept. 1, 1980...\$1,063

Other Masters Degrees - Sept. 1, 1979.....\$637 (\$600)
- Feb. 1, 1980.....\$657
- Sept. 1, 1980.....\$709

Health and Life Insurance - 1 1/2 times salary to a maximum of \$60,000
Welfare: (\$50,000).

Dental Plan - Effective April 1, 1980, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1980, based on the 1980 fee schedule.

Long Term Income Disability Plan - 60% of regular wages to a maximum of \$2,500 (\$1,500) per month.

York County Board of Education - Local 1734, Canadian Union of Public Employees (CLC
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 310 employees, settled at the bargaining stage.
Duration of negotiations - 2 months.

Wages: Effective Jan. 1/80
General Increase 8.5%
Clerical \$7,970-\$9,843
Level 1 (\$7,346-\$9,072)
Buyer \$12,623-\$18,111
(\$11,634-\$16,692)

Probationary period is 90 working days. Annual increments are \$350 for Clerical Level 1 and \$700 for Buyer.

Paid Vacation: 4 weeks after 11 (13) years' service.

Health and Life Insurance - Employer pays 100% (75%) of premium costs.
Welfare: Semi-Private Hospitalization - Employer pays 100% (75%) of premium costs.

York County Board of Education - Local 1196, Canadian Union of Public Employees (CLC)
 (service and maintenance employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 330 employees, settled at the bargaining stage.
 Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/80</u>
	Average Increase	9.4%
	Matron	\$4.80-\$5.20 (\$4.35-\$4.75)
	Caretaker No.1	\$6.33-\$6.73 (\$5.75-\$6.15)
	General Maintenance Man No.2	\$7.90-\$8.30 (\$7.20-\$7.60)

Probationary period is 90 working days. Maximum rates are reached after 1 year.

Paid Vacation: 4 weeks after 10 (11) years' service.

Health and Life Insurance - Employer pays 100% (75%) of premium cost.

Welfare: Extended Health Care - Employer pays 100% (75%) of premium costs.

Ryerson Polytechnical Board of Governors at Toronto - Graduate Assistants (Ind.)
 (part-time and sessional instructors): A 35 1/2 month renewal agreement effective from September 1, 1979 to August 15, 1982, covering 240 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept.1/79</u>	<u>Aug.16/80</u>	<u>Aug.16/81</u>
	Increases	approx. 15%	*	**
	Sessional (S) or Half-Sessional Appointments <u>Dollars per Month</u>			
	S1	\$1,560 (\$1,519)		
	S2	\$1,633 (\$1,596)		
	S3	\$1,706 (\$1,676)		
	S4	\$1,779 (\$1,742)		
	S5	\$1,852 (\$1,812)		
	S6	\$1,926 (\$1,887)		
	S7	\$1,999 (\$1,922)		
	S8	\$2,072 (new)		
	S9	\$2,145 (new)		
	S10	\$2,218 (new)		

Part-Time (PT)
Appointments
Dollars per Semester Hour

PT1	\$455 (\$404)
PT2	\$476 (\$434)
PT3	\$497 (\$464)
PT4	\$519 (\$495)
PT5	\$540 (new)
PT6	\$562 (new)
PT7	\$583 (new)
PT8	\$604 (new)
PT9	\$625 (new)
PT10	\$647 (new)

Previous rates reflect adjustments resulting in salary parity with regular faculty staff.

Wage Increase
for Present
Employees:

Instructors on sessional appointments and those who held half-sessional appointments from September 1, 1979 to January 15, 1981 receive a sum equivalent to one-half month's salary.

Length of contract for sessional instructors extended to 10 (9) months and for half-sessional instructors to 5 (4 1/2) months.

*Effective from August 16, 1980 to August 15, 1981, salaries shall increase by a percentage which is 1% higher than the average of the general increases applicable for 1980/81 to the two out of three major employee groups who obtained the highest increase, providing this increase is not lower than the percentage of governmental funding increase over the preceding year established for the Ontario university system i.e. 7.2%, not higher than 12%.

**Effective from August 16, 1981 to August 15, 1982, the same formula shall apply based on the general increases for 1981/82. Maximum increase is 13%.

Sick Leave:

15 (10) days paid leave for sessional appointments and 7 (5) days paid leave for half-sessional appointments. 7 days paid leave for part-time appointments (new).

Health and
Welfare:

Dental Plan - Employer pays ten-twelfths of the annual premium costs of Blue Cross Dental Plan No. 7 or its equivalent for instructors holding sessional appointments, their spouse and/or dependents.

Education
Allowance:

Tuition fee waived for one day-programme credit course taken at the Institute by an instructor, his spouse or both.

University of Toronto - Local 2, Graduate Assistants' Association (Ind.) (1,800

graduate and undergraduate students employed as part-time faculty): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	General Increases	8.5%	5%
	Undergraduate	\$10.04 (\$ 9.25)	\$10.54
	Graduate Student (with less than 2 years of full-time graduate study and without a Master's degree or its equivalent)	\$11.96 (\$11.02)	\$12.56
	Graduate Student (with 2 years or more of full-time graduate study or with Master's degree or its equivalent, and all Post Doctoral Fellows)	\$13.75 (\$12.67)	\$14.44

Effective September 1, 1980, regular assignments are for 28 (27) weeks at an average of 10 hours per week.

University of Windsor - Faculty Association (Ind.) (515 employees): A 36-month renewal agreement effective from July 1, 1979 to June 30, 1982, settled with mediation assistance. Duration of negotiations - 12 months.

Should the parties fail to achieve an accord under a salary reopener clause for the third year of the agreement, joint application may be made to terminate this agreement June 30, 1981.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>	<u>July 1/81</u>
	Increases			Reopener
	Lecturer, Ass't.			
	Professor,			
	Librarian 1-4	6%	6%	
	Associate Professor,			
	Professor	5%	5%	
	<u>Annual Rates</u> (Floor salaries)*			
	Lecturer	\$15,296 (\$14,430)	\$16,214	
	Assistant Professor	\$18,992 (\$17,917)	\$20,132	
	Associate Professor	\$23,877 (\$22,740)	\$25,071-\$40,269 maximum	

	<u>July 1/79</u>	<u>July 1/80</u>	<u>July 1/81</u>
Professor	\$30,681-\$44,487 maximum (\$29,220)	\$32,215-\$46,711 maximum	
Librarian I	\$13,733 (\$12,956)	\$14,557	
Librarian IV	\$20,633-\$27,503 maximum (\$19,465)	\$21,871-\$31,713 maximum	

*Floor Salaries - Figures shown without a "maximum" designation are minimum salaries. These may be increased through annual increments without limit except for those classifications which now stipulate a maximum. Teachers at or near designated maximums will receive a special adjustment.

"Progress-Through-The-Ranks" Increments (new) - Effective July 1, 1979, \$767 per year. Effective July 1, 1980, \$953. The annual increments are automatic to employees completing their first year; thereafter they apply only if the employee is judged competent and not yet at a designated maximum. (Previously, annual awards on a discretionary basis were made from merit fund.)

Hours of Work/
Librarians: 35 per week (unchanged).

Teaching
Overload
Stipends: Effective July 1, 1979, \$44 (\$39) per contract hour for a full course, and \$45 (\$40) per contract hour for a semester course taught by a Professor or an Associate Professor. Lesser amounts for an Assistant Professor or a Lecturer.

Retraining and
Redeployment
Clause: An employee may be laid off if the employee refuses to be retrained and redeployed and if the employer has established that such an undertaking is reasonable and necessary (new).

Moving
Allowance: \$1,200-\$3,500 (\$500-\$1,500).

Car Allowance: Effective July 1, 1979, 15¢ per kilometre. Effective July 1, 1980, 17¢.

Travel-Time
Allowance for
Extra Mural
Teaching: Ranges from \$600 - \$1,000 (\$450-\$600) according to city, plus a per diem allowance for meals and lodging.

HEALTH AND WELFARE SERVICES

Scarborough Centenary Hospital Association - Ontario Nurses' Association (Ind.)
(full and part-time): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 453 employees, settled by arbitration. Duration of negotiations-12 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Graduate Nurse	\$1,293-\$1,492	\$1,383-\$1,595
0-7 years	(\$1,203-\$1,389)	
Registered Nurse*	\$1,360-\$1,573	\$1,450-\$1,676
0-7 years	(\$1,270-\$1,545)	
Team Leader	\$1,426-\$1,653	\$1,520-\$1,761
0-7 years	(\$1,333-\$1,545)	

Part-time
(tour rates)**

Registered Nurse	\$8.91-\$10.30	\$9.67-\$11.18
0-1400 tours	(\$8.02-\$ 9.28)	

*Special Start Rates - R.N.'s with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357.

**Includes pay in lieu of fringe benefits.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85. Nurses on an 11.75 hour tour receive 23¢ (21.3¢) per hour effective October 1, 1978. Effective October 1, 1979, 24¢ per hour.

Responsibility Allowances: \$2.50 (\$1.25) per shift for Team Leader. \$3 (\$2) per tour for Senior Team Leader.

Paid Vacation: 5 weeks (new) at 10% after 22 years' service.

Sick Leave: Effective February 4, 1980, employees with less than 2 years' service on sick leave are paid from the first (third) day of illness.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1978, 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Experience Credit: Employee receives an adjustment for previous experience outside the hospital from date of hire (previously after probationary period).

Sudbury General Hospital of the Immaculate Heart of Mary - Ontario Nurses'

Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 375 employees, settled by arbitration. Duration of negotiations - 1 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Graduate Nurse* 0-3 years	\$1283.87-\$1366.17 (\$1199.88-\$1276.79)	\$1367.86-\$1455.5
	Registered Nurse* 0-7 years	\$1,360 - \$1,573 (\$1,270 - \$1,470)	\$1,450 - \$1,676
	<u>Part-time**</u> (tour rates)		
	Registered Staff Nurse 0-1400 tours	\$62.77-\$72.60 (\$58.61-\$67.85)	\$66.92-\$77.35
	Non-Registered Graduate Staff Nurse 0-600 tours	\$59.26-\$63.05 (\$55.38-\$58.93)	\$63.14-\$67.17

*Special Start Rates - Registered Nurses with less than 1 year of clinical experience \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly for Graduate Nurses \$1,225 (\$1119.88) per month. Effective October 1, 1979, \$1,305.

**Exclusive of add-on in lieu of fringe benefits.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective in the second year Easter Monday replaces the floating holiday for a total of 11 days (unchanged.)

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for a plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.

Responsibility Allowance: \$2.50 (new) per tour for relieving Head Nurse only. \$2.00 (unchanged) for relieving Charge Nurse.

Part-time Nurses: Pay in Lieu of Fringe Benefits: 10% (8%) of basic pay. Effective October 1, 1979, 12%.

13 Southwestern Ontario Hospitals - Local 220, Service Employees (AFL-CIO/CLC):
Thirteen 12-month renewal agreements effective from April 1, 1980 to March 31, 1981, covering 2,000 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:

Effective	Apr. 1/80
General Increase	50¢
Additional Adjustments*	25¢ for maintenance classifications; Inequity adjustments for skilled trades

Parkwood Hospital

Laundry Worker	\$6.32-\$6.42** (\$5.45-\$5.55)
Registered Nursing Assistant	\$7.12-\$7.22** (\$6.15-\$6.25)
Engineer 3rd Class	\$8.68-\$8.78** (\$7.19-\$7.29)

*Ambulance attendants will receive the provincial maximum standard rate of \$8.18 by August 1, 1980.

**Rates reflect reduction in hours of work.

Probationary period is 45 days worked. Maximum rates for Laundry and Registered Nursing Assistant are reached after 2 years and for Engineer 3rd Class after 1 year.

Hours of Work: 37.5 (40) hours per week with no reduction in pay.

Shift Premium: 0-24.7¢-24.7¢ (0-21.9¢-21.9¢)

Standby Pay: \$1.10 (\$1.00) per hour.

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 20 (22) years.

Health and Welfare: Life Insurance - Employer pays 90% (80%) of premium cost.

Dental Plan (new) - Employer pays 50% of premium costs for basic plan based on the current Ontario Dental Association fee schedule. Plan to be implemented June 1, 1980, upon sufficient enrolment.

Uniform: \$40 per year. (Previously, \$10 after each 1000 hours worked.)
 Allowance:

List of 13 Hospitals

Alexandra Hospital, Ingersoll
 Centre Grey General Hospital, Markdale
 Freeport Hospital, Kitchener
 Listowel Memorial Hospital, Listowel
 Meaford General Hospital, Meaford
 Norfolk Hospital Association, Simcoe
 St. Mary's General Hospital, Kitchener
 St. Thomas-Elgin General Hospital, St. Thomas
 Sarnia General Hospital, Sarnia
 Tillsonburg District Memorial Hospital, Tillsonburg
 Victoria Hospital, London, (registered nursing assistants)
 Women's Christian Assn. of London (Parkwood Hospital) London
 Woodstock General Hospital, Woodstock

University Hospital at London - Local 220, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1980 to March 31, 1981, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
	General Increase	50¢	
	Additional Adjustments	25¢ for maintenance classifications	10-15¢ for maintenance classifications
	Housekeeping Aide	\$6.32-\$6.42* (\$5.45-\$5.55)	\$6.32-\$6.42
	R.N.A.	\$7.11-\$7.22* (\$6.15-\$6.25)	\$7.11-\$7.22
	Electrician	\$9.02-\$9.44* (\$7.75-\$8.15)	\$9.17-\$9.59

*Rates reflect reduction in hours of work.

Probationary period is 45 days worked. Maximum rates are reached after 2 years.

Hours of Work: 37.5 (40) hours per week with no reduction in pay.

Shift Premium: 0-24.7¢-24.7¢ (0-21.9¢-21.9¢)

Charge Hand Premium: 20¢ (15¢) per hour.

Standby Pay: \$1.10 (\$1.00) per hour.

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 20 (22) years.

Health and
Welfare:

Life Insurance - Employer pays 90% (80%) of premium cost.

Dental Plan (new) - Employer pays 50% of premium costs for basic plan based on the current Ontario Dental Association fee schedule.

Semi-Private Hospitalization - Employer pays 66 2/3% (75%) of premium costs.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees' Association (Ind.): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80	July 1/80
	General Increases	8%	3% non-compounded
	Clerk Typist	\$195.443-\$224.862 (\$180.966-\$208.206)	\$200.872-\$231.109
	Stores Accountant	\$222.178-\$256.173 (\$205.720-\$237.197)	\$228.349-\$263.289

Probationary period is 2 (3) months. Maximum rate for Clerk Typist is reached after 4 annual increases and for Stores Accountant after 5 annual increases.

Special
Adjustments:

Effective for the period April 1, 1980 to December 31, 1980, Clinic Assistants and Drivers receive additional salary increments, with those at the maximum level receiving a lump sum of \$7.418 per week and \$8.344 per week, respectively.

Acting Pay
Premiums:

\$3.00 (\$2.00) per day for a Clinic Assistant acting as a Clinic Technician, and a Clerk Typist performing secretarial duties for any Medical Director or PH.D. \$10.00 (\$2.00) per day for a Transport driver who drives a Mobile Lab.

Meal Allowance:

Effective April 1, 1980, \$4.25 (\$3.00) for breakfast, \$5.25 (\$4.50) for lunch, \$7.25 (\$6.50) for dinner for employees on mobile Clinic assignments.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services) (19,575 employees): A 10-month renewal agreement effective from March 10, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 5 months. Previous agreement expired December 31, 1979.

Wages:

Effective	Apr. 1/80
General Increase	6% approx.

Apr. 1/80

Letter Carrier (0-2 years)	\$8.64-\$8.80 (\$8.14-\$8.30)
Mail Service Courier-Relief (0-1 year)	\$9.11-\$9.20 (\$8.61-\$8.70)
Mail Service Courier-Heavy Vehicle (0-1 year)	\$9.45-\$9.54 (\$8.95-\$9.04)

Previous rates shown above include 95¢ COLA fold-in effective January 31, 1980.

Retroactivity:	To cover the period January 1, 1980 to March 31, 1980 a lump sum payment of \$790 for full-time and \$395 for part-time, pro-rated for lesser service.
Cost of Living Allowance:	Effective January 1, 1980, quarterly adjustments of 1¢ per hour for each 0.35 point increase in the Consumer Price Index for Canada - 1961=100. Triggered when the CPI rises by more than 6% above the level for Decembr 1979. (Formula unchanged.)
Hours of Work:	40 per week (unchanged).
Overtime Pay:	Will be compensated in cash, except where, on employee's request overtime will be accrued (new).
Payment in Lieu of Extension of Rest Periods (new):	Employees on the payroll from January 1, 1980 to December 31, 1980, receive \$350 annually in lieu of extending the rest periods 5 minutes. Employees not on strength for the full period will be paid on a pro-rata basis. Part-time employees recieve \$175.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 25 years (all unchanged).
Boot and Glove Allowance:	\$155 (\$145) per year for boots and \$11 (\$10) per year for gloves. Part-time employees receive 8¢ (7¢) per hour differential in lieu of boot and glove allowance.
Meal Allowance:	\$4 (\$3) after 2 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (auditing group) (2,575 employees): A 9-month renewal agreement effective from March 28, 1980 to December 21, 1980, with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 24/79</u>
	General Increase	7%

Dec. 14/79

Annual Rates

AU 1	\$21,125-\$24,941 (\$19,743-\$23,309)
AU 3	\$30,233-\$33,772 (\$28,255-\$31,563)
AU 5	\$38,211-\$42,067 (\$35,711-\$39,315)

No other major changes.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (correctional group, supervisory and non-supervisory) (4,420 employees): Two 12-month renewal agreements effective from March 20, 1980 to March 31, 1981, with wages retroactive to October 1, 1979, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Sept. 28/80</u>
Average Increases		8.4%	5.5%
<u>Annual Rates</u>			
<u>Custodial Sub-Group</u>			
CX-COF-1 (non-supervisory)	\$14,450-\$18,350 (\$13,350-\$16,950)		\$15,245-\$19,359
CX-COF-8 (supervisory)	\$20,905-\$23,705 (\$18,670-\$21,270)		\$22,055-\$25,009
<u>Staff Instructor Sub-Group (non-supervisory)</u>			
CX-STI-2	\$20,905-\$23,705 (\$18,670-\$21,270)		\$22,055-\$25,009

*First step in progression eliminated and new step added effective October 1, 1979 for CX-COF-5 to 8, CX-LUF-2 and CX-STI-1, 2 and 3.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-20¢-26¢).

Weekend Premium: 30¢ (20¢) per hour for all regularly scheduled hours.

Standby Pay: \$5 (\$4) for each 8-hour period or \$10 (\$9) on a day of rest or paid holiday.

Acting Pay:	Applies after 2 (5) days at all levels except CX-COF-7, CX-COF-8 and CX-STI-3.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective December 21, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. 3 weeks after 1 year (unchanged).
Birth or Adoption Leave (new):	1 day's paid leave for father.
Dog Handler's Allowance:	\$1.50 (\$1) for each 4-hour period.
Overtime Meal Allowance:	Effective December 21, 1979, \$3.50 (\$3.25) after 3 hours' overtime.
Responsibility Allowance (new):	Effective March 20, 1980, \$2.50 per shift for designated CX-LUF-1, when senior institutional personnel are not on duty at a minimum security institution.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (education group) (2,900 employees): A 17-month renewal agreement effective from March 31, 1980 to August 31, 1981, with salaries retroactive to September 1, 1979, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
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Increases:

Elementary and
Secondary Teaching
Sub-Group (EST) and
Guidance and
Vocational Counsellors

Maritimes	7%	8%
Quebec	8.25%	8.25%
Ontario	7%	8%
Manitoba	7%	8%
Saskatchewan	7.5%	8.2%
Alberta	7%	8%
British Columbia	7%	7%

Arctic zone has been eliminated for a total of 7 (8) zones.

Language Teaching
Sub-Group (LAT)

7%	8%
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Education Services
Sub-Group (EDS)

		<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Level 1	7%		7.5%
2	7%		(To all salaries)
3	7%		
4	\$1,800 per annum		
5	\$1,800 per annum		

Annual Rates

ELEMENTARY AND SECONDARY TEACHING

Maritimes

Level 1	\$10,527-\$51,741 (\$9,838-\$14,711)	\$11,369-\$17,000
Level 6	\$17,600-\$27,061 (\$16,449-\$25,291)	\$19,008-\$29,226

Quebec

Level 1	\$11,529-\$19,494 (\$10,650-\$18,008)	\$12,480-\$21,102
Level 6	\$17,721-\$27,711 (\$16,370-\$25,599)	\$19,183-\$29,997

Ontario

Level 1	\$12,459-\$16,719 (\$11,644-\$15,625)	\$13,456-\$18,057
Level 6	\$18,440-\$30,007 (\$17,234-\$28,044)	\$19,915-\$32,408

Manitoba

Level 1	\$11,593-\$15,394 (\$10,853-\$14,387)	\$12,520-\$16,626
Level 6	\$19,238-\$28,858 (\$17,979-\$26,970)	\$20,777-\$31,167

Saskatchewan

Level 1	\$10,632-\$15,246 (\$9,890-\$14,182)	\$11,504-\$16,496
Level 6	\$19,109-\$27,578 (\$17,776-\$25,654)	\$20,676-\$29,839

Sept. 1/79

Sept. 1/80

Alberta

Level 1	\$11,121-\$16,265 (\$10,393-\$15,201)	\$12,011-\$17,566
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Level 6	\$18,903-\$28,875 (\$17,666-\$26,986)	\$20,415-\$31,185
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British Columbia

Level 1	\$13,709-\$19,692 (\$12,812-\$18,404)	\$14,669-\$21,070
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Level 6	\$20,759-\$33,168 (\$19,401-\$30,998)	\$22,212-\$35,490
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LANGUAGE TEACHING

Level 1 (B.A.)	\$15,343-\$23,918 (\$14,339-\$22,353)	\$16,570-\$25,831
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LANGUAGE TEACHING

Level 4 (B.A. plus 3 years' teacher education)	\$19,637-\$30,184 (\$18,352-\$28,209)	\$21,208-\$32,599
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EDUCATION SERVICES

Level 1	\$22,950-\$28,223 (\$21,449-\$26,377)	\$24,671-\$30,340
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Level 5	\$34,686-\$37,976 (\$32,886-\$36,176)	\$37,287-\$40,824
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Additional
Annual
Allowances;

Principal - \$800 (\$700) basic, plus \$275 (\$240) for each teacher and teacher's aide supervised from 1 to 12 and \$140 (\$125) for each teacher and teacher's aide supervised from 13 or more.

Department Head - \$800 (\$600).

One Room School - \$450 (\$300).

Shift Premium:

Canadian Penitentiary Services, 0-25¢-33¢ (new).

Work on
Paid Holiday:

Time and one-half for the first 7 1/2 hours, double time thereafter. (Previously, time and one-half for all hours worked).

Acting Pay:

Qualification period is 15 (20) days.

Paid Vacation: Effective February 1, 1980, for employees on a 12-month work year, 3 weeks after 1 year's service, 4 weeks after 10 (12) years and 5 weeks after 25 (26) years.

Meal Allowance: \$3.50 for Canadian Penitentiary Services (new).

Penological Factor Allowance: \$1,200 (\$1,000) maximum. Varies by type of institution and degree of contact.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE)(CLC) (clerical services category) (9,785 employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/80	Apr. 1/80
	General Increases	\$10 per week	5%
	<u>Weekly Rates</u>		
	Clerk 1, General	\$162.45-\$183.78 (\$152.45-\$173.78)	\$170.57-\$192.97
	Clerk 3, General	\$224.26-\$255.18 (\$214.26-\$245.18)	\$235.47-\$267.94
	Clerk 5, General	\$282.42-\$323.63 (\$272.42-\$313.63)	\$296.54-\$339.81

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (office services category) (8,400 employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/80	Apr. 1/80
	General Increases	\$10 per week	5%
	<u>Weekly Rates</u>		
	Operator 1, Bookkeeping Machine	\$161.71-\$182.21 (\$151.71-\$172.21)	\$169.80-\$191.32
	Data Processing Technician 1	\$199.89-\$219.68 (\$189.89-\$209.68)	\$209.88-\$230.66
	Supreme Court Reporter 1	\$398.51-\$472.02 (\$388.51-\$462.02)	\$418.44-\$495.62

Adjustments: Effective September 1, 1980, adjustments for several classifications, ranging from \$2.50 per week for Secretary 2 to \$9.00 per week for Secretary 5.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC)
(inside employees): A 12-month renewal agreement effective from February 1, 1980 to January 31, 1981, covering 497 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 1/80	Aug. 1/80
	General Increases	7%	2%
	<u>Weekly Rates</u>		
	Clerk Typist III	\$192.60-\$208.20 (\$180.00-\$194.58)	\$196.45-\$212.36
	Draftsman I	\$320.25-\$383.53 (\$299.30-\$358.44)	\$326.66-\$391.20
	Systems Analyst	\$510.88-\$608.54 (\$477.46-\$568.73)	\$521.10-\$620.71

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Shift Premium: 0-33¢-33¢ (0-30¢-30¢)

Special Education Fund (new): Employer contributes 1/2¢ per hour worked per employee.

Meal Allowance: \$4.50 (\$4.00) after 2 hours of overtime.

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 414 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/80	Jul. 1/80
	General Increases	7%	2%
	Fire Fighter III Class	\$18,383.52 (\$17,178.00)	\$18,751.19
	Fire Fighter I Class	\$22,978.10 (\$21,475.00)	\$23,437.45
	Assistant Deputy Chief	\$31,745.44 (\$29,669.00)	\$32,380.50

Paid Vacation: 4 weeks after 10(11) years' service, 5 weeks after 18(20) years, 5 weeks plus 1 day (new) after 22 years, 5 weeks plus 2 days (new) after 24 years, 5 weeks plus 3 days (new) after 26 years, 5 weeks plus 4 days (new) after 27 years and 6 weeks after 28(30) years.

Pension Plan: Effective January 1, 1981, the Early Retirement portion of the O.M.E.R.S. Type 3 Supplementary Plan to be implemented. Employer to pay 100% of cost. (Previously Basic Type II Plan.)

Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1980 to January 31, 1981, covering 319 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	Feb. 1/80	Aug. 1/80
General Increases		7%	2%
Clerk-Typist III		\$5.503-\$5.949 (\$5.143-\$5.559)	\$5.613-\$6.067
Draftsman I		\$9.150-\$10.958 (\$8.551-\$10.241)	\$9.333-\$11.177
Systems Analyst		\$14.597-\$17.387 (\$13.642-\$16.252)	\$14.889-\$17.735

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases and for Draftsman I and Systems Analyst, after 4 annual increases.

Shift Premium: 0-33¢-33¢ (0-30¢-30¢)

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Special Education Fund (new): Employer contributes 1/2¢ per regular hour worked per employee.

Meal Allowance: \$4.50 (\$4.00) after 2 hours of overtime.

Mileage Allowance: 26¢ (24¢) per mile.

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to January 1, 1981, covering 301 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/80	July 1/80
Increases		approx. 4.8%	approx. 3.3%

	<u>Jan. 1/80</u>	<u>July 1/80</u>
Fire Fighter 5th Class - 2nd six months	\$15,482 (\$14,816)	\$16,030
Fire Fighters 1st Class	\$22,117 (\$21,165)	\$22,900
Division Chief/ Master Mechanic	\$27,646 (\$26,456)	\$28,625
Maternity Leave:	Corporation to pay 100% of Health and Welfare benefits except Dental Plan which is 80% paid (new).	
Health and Welfare:	Life Insurance and A.D.&D. - \$30,000 life insurance and \$30,000 A.D.&D. coverage off the job (unchanged) plus an additional \$30,000 A.D.&D. coverage for accidents occurring while on the job (new).	
Pension Plan:	Effective January 1, 1980, O.M.E.R.S Type I (Type II) supplementary plan implemented.	
Mileage Allowance:	19.5¢ per kilometer (20¢ per mile) for employees using their own car on employer's business. 12¢(10¢) per kilometer for employees travelling to and from the Fire College.	

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 210 employees settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

	<u>Effective</u>	<u>Jan. 1/80</u>	<u>Oct. 1/80</u>
Wages:	General Increases	9%	1%
	Grade 2 (includes Labourer)	\$7.11 (\$6.52)	\$7.18
	Grade 9 (includes Carpenter)	\$8.59 (\$7.88)	\$8.68
Signing Bonus:	\$200.		
Shift Premium:	0-25¢-30¢ (0-24¢-28¢).		
Weekend Premium:	35¢ (30¢).		
Paid Vacation:	6 weeks after 30 (32) years' service.		
Health and Welfare:	<u>Extended Health Care</u> - \$100 (\$60) annually for prescription eyeglasses.		
	<u>Dental Plan</u> - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.		

Safety Shoe Allowance: \$60 (\$45) annually.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 465 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/80	Sept. 15/80
	General Increases	8%	2%
	Group 2 (includes Junior Record Clerk)	\$9,387-\$10,150 (\$8,692-\$ 9,398)	\$9,575-\$10,353
	Group 18 (includes Works Technical Planner)	\$21,935-\$27,172 (\$20,311-\$25,159)	\$22,375-\$27,715
	Probationary period is 65 working days. Maximum rates for Junior Record Clerk are reached after 18 months and for Works Technical Planner after 54 months.		
Weekend Premium:	30¢ (25¢) per hour.		
Paid Vacation:	3 weeks after 1 (2) year's service.		
Health and Welfare:	<u>Long Term Disability</u> - Effective April 1, 1980, maximum benefit of \$2,000 (\$1,500) per month.		

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC)
(600 outside employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/80	Sept. 15/80
	General Increases	8%	2%
	Labourer	\$7.59 (\$7.03)	\$7.74
	Heavy Equipment Operator	\$8.56 (\$7.93)	\$8.73
	Licensed Mechanic	\$9.43 (\$8.73)	\$9.62
Hours of Work:	40 per week (unchanged).		
Weekend Premium:	Effective following ratification, 30¢ (25¢) per hour.		

Paid Holidays: 11 plus Remembrance Day if it falls within the work week (unchanged).

Paid Vacation: 3 weeks after 1 year's service (2 weeks after 1 year and 3 weeks after 2 years). Also, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Life Insurance - Effective July 1, 1980, employer pays 100% (50% of premium cost).

Long Term Disability - Provides 75% of basic salary to a maximum of \$1,500 (\$1,000) per month for claims on or after April 1, 1980.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 356 employees, settled with mediation assistance. Duration of negotiation - 5 months.

Wages:	Effective	Jan. 1/80	Feb. 3/80	Jan. 1/81	Jan. 1/82
General Increase		70¢		9%	7%
COLA Fold-in			20¢		
Classification Adjustment	varies				
Labourer		\$7.85 (\$7.15)	\$8.05	\$8.77	\$9.38
Journeyman Plumber		\$9.95 (\$9.25)	\$10.15	\$11.06	\$11.83

Cost of Living Allowance: Effective in 1982, 3¢ per hour per 1.0 point rise in the Thunder Bay Consumer Price Index - 1971=100, using December 1981 as the base index month. Triggers at 8%. To be folded in monthly. (Previously, 1¢ per 0.3 point rise in the All Canada C.P.I.. No trigger.)

Paid Vacation: 3 weeks after 2(3) years' service.

Bereavement Leave: Brother-in-law and sister-in-law are included in up to 3 days' paid leave to attend funeral. Up to 1 (1/2) day's paid leave to attend a funeral other than immediate family.

Paid Union Education Leave: Up to 10 working days paid leave for union training and conventions. (Previously, only for conventions.)

Health and Welfare: Dental Plan - Effective June 1, 1980, employer pays 100% of premium costs for Blue Cross Dental Plan No.9(7). Payments are based on the 1979(1978) Ontario Dental Association fee schedule. Effective in 1981, payments are based on the 1980 fee schedule.

Pension Plan: Supplementary Pension (new) - Effective January 1, 1982
O.M.E.R.S. Supplementary Type I plan is implemented.

Safety Shoe Employer pays up to a maximum of \$40.00 (\$30.00) of the cost per pair of safety shoes. To be replaced as required.

Toronto City*, Metropolitan Toronto and Metropolitan Toronto Licensing Commission -
Locals 43 and 79, Canadian Union of Public Employees (CLC)
(10,065 employees): Five 12-month renewal agreements effective
from January 1, 1980 to December 31, 1980, settled with mediation
assistance during a work stoppage. Duration of negotiations - 6
months.

*The agreement between Toronto City and Local 79, CUPE encompasses the Planning Board.

Wages:	Effective	Jan. 1/80	Sept. 15/80
	General Increases	8%	2%
	<u>Metro Agreements</u>		
	<u>Outside Employees</u>		
	Labourer	\$7.59 (\$7.03)	\$7.74
	Tradesman "A"	\$9.88 (\$9.15)	\$10.08
	<u>Inside Employees</u>		
	Clerk Grade 5	\$5.32-\$6.30 (\$4.93-\$5.83)	\$5.43-\$6.43
	Planner	\$11.09-\$15.38 (\$10.27-\$14.24)	\$11.31-\$15.69
	<u>City Agreements</u>		
	<u>Outside Employees</u>		
	Labourer (Wage Grade 1)	\$7.36-\$7.58 (\$6.80-\$7.02)	\$7.51-\$7.73
	Automotive Mechanic (Wage Grade 15)	\$10.15 (\$9.40)	\$10.35
	<u>Inside Employees</u>		
	Mail Clerk (Wage Grade 1)	\$5.18-\$6.58 (\$4.80-\$6.09)	\$5.28-\$6.71
	Senior Real Estate Appraiser & Negotiator (Wage Grade 22)	\$14.01-\$15.40 (\$12.97-\$14.26)	\$14.29-\$15.71

Hours of Work:	Outside employees - 40 per week. Inside employees - 35 or 40, depending on classification (all unchanged).
Air Pressure Premium:	\$7.50 (\$3.00) per day for under 20 pounds pressure and \$9.50 (\$5.00) per day for over 20 pounds pressure.
Call-out Pay:	Minimum of 3 (2) hours at the appropriate overtime rate.
Standby Pay:	\$5 (\$4) on a regularly scheduled work day; \$10.50 (\$9) on a non-scheduled work day.
Paid Holidays:	11 days plus Remembrance Day if it falls on a week day (unchanged).
Paid Vacation:	3 weeks after 1 (2) year's service. Also 4 weeks after 10 years 5 weeks after 18 years and 6 weeks after 24 years. (All unchanged.)
Adoption Leave (new):	Up to 6 weeks. Unpaid. Requires 1 year of seniority.
Health and Welfare:	Payment of Premiums by Employer for Hospitalization, Life Insurance and Medical Insurance - Maintained for up to 7 (4) pay periods for which the employee has not been in receipt of salary or wages.
Mileage Allowance:	17¢ (15.5¢) per kilometre.
Safety Boot Allowance:	Toronto City - Inside employees - Effective September 1, 1980, \$60 allowance per year for employees whose work requires the use of safety boots. Outside employees - The current provision of supplying all employees with safety boots as needed is to be studied. Metro Toronto - Supplied as needed (unchanged).
Contracting Out:	Employer to provide 60 calendar days written notice to Union (new).

Waterloo Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 433 employees settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	9.63%
	Constable, Third Class	\$18,680 (\$17,040)
	Constable, First Class	\$23,350 (\$21,300)
	Staff Inspector	\$33,490 (\$30,550)

Paid Vacation: 6 weeks (new) after 27 years' service.

Windsor City Board of Commissioners of Police (Unit A) - Police Association (Ind.): A
12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 359 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	8.5%
	Police Constable-4th Class	\$18,315 (\$16,880)
	Police Constable - 1st Class	\$23,556 (\$21,711)
	Staff Inspector	\$33,887 (\$31,232)

CONSTRUCTION

Ontario General Contractors Association Labour Relations Bureau and Walls and Ceiling Contractors Association - Ontario Provincial Conference, Plasterers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Central Region - Local 48

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman Plasterer	\$12.81 (\$12.31)	\$12.99	\$13.63

Vacation Pay: 10% (unchanged).

Pension (new): 25¢ per hour worked.

Board and Travel Allowance: 25¢ per mile (new) each way to and from the Free Zone to a maximum of \$27.50 (unchanged) per day.

Eastern Region - Local 124

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman Plasterer	\$11.64 (\$11.01)	\$11.83	\$12.46

Vacation Pay: 10% (unchanged).

Pension Plan (new): 15¢ per hour worked.

Board and Travel Allowance: 25¢ per mile (unchanged) each way to and from the Free Zone to a maximum of \$27.50 (\$22.00) per day.

Windsor Region - Local 345

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$12.84	\$13.03	\$13.66
	Plasterer	(\$12.12)		

Vacation Pay: 10% (unchanged).

Board and Travel Allowance: 25¢ (22¢) per mile to and from the Free Zone to a maximum of \$27.50 per day. (Previously, \$49.50 per week.)

ADDENDUM

October 1979 Settlement

TRANSPORTATION EQUIPMENT

Essex International of Canada, Ltd. at Dunnville - Local 1383, Auto Workers (CLC): A 31-month renewal agreement effective from October 15, 1979 to May 1, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

The previous agreement was to expire May 1, 1980 but was terminated early.

Wages:	Effective	<u>Oct. 15/79</u>	<u>Oct. 15/80</u>	<u>May 2/81</u>
	General Increases	45¢	25¢	20¢
	Cutter Operator	\$4.09 (\$3.64)	\$4.34	\$4.54
	Electrician Journeyman	\$6.72 (\$6.27)	\$6.97	\$7.17

Health and Welfare: Life Insurance and A.D. & D. - \$5,000 (\$4,000) coverage.
Effective October 15, 1980, \$6,000.

Weekly Indemnity - \$65 (\$60) per week for Class 1 employees earning \$4.76 (\$4.67) per hour.

November 1979 Settlement

HEALTH AND WELFARE SERVICES

Chedoke-McMaster Hospital at Hamilton - Local 839, Canadian Union of Public Employees (CLC): An 18-month renewal agreement effective from April 1, 1979 to September 30, 1980, covering 349 employees, settled at the post conciliation bargaining stage and ratified in November, 1979. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>	<u>Apr. 1/80</u>
	Increases	6%	\$11.06-\$16.26 for P.H. Helper 4th, Painter, Carpenter, Brick- layer, Plasterer, Operating Engi- neer 3rd and Mechanic III	6.5% non-compounded; except \$11.05- \$16.27 for P.H. Helper 4th, Painter, Carpen- ters, etc.
<u>Weekly Rates</u>				
	Housekeeping Aide	\$207.88-\$214.54 (\$196.11-\$202.40)	\$207.88-\$214.54	\$220.62-\$227.70
	Registered Nursing Assistant	\$242.50-\$248.56 (\$228.77-\$234.49)	\$242.50-\$248.56	\$257.37-\$263.80
	Electrician	\$310.54 (\$287.28-\$292.96)	\$310.54	\$329.58
Probationary period is 60 days. Maximum rates for Housekeeping Aide are reached after 2 annual increases.				
Shift Premium:	\$1.75 (\$1.65) per shift. Effective April 1, 1980, \$1.85 per shift.			
Hours of Work:	7 1/2 (7 3/4) hours per day and 37 1/2 (38 3/4) hours per week.			
Bereavement Leave:	Grandparent and grandchild are included in up to 3 (1) days' paid leave. Legal guardian is included in 1 day's paid leave (new).			
Paid Educational Leave (new):	Employer pays the full costs associated with courses taken to upgrade or acquire new qualifications, where required.			
Health and Welfare:	Extended Health Care - Employer pays 75% (50%) of premium costs for Blue Cross Plan or its equivalent. \$10-\$20 deductible. No co-insurance.			
	Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross Dental Plan No. 7 or its equivalent.			
Meal Allowance:	\$2.00 (\$1.50) after 3 hours' overtime.			

December 1979 Settlement

HEALTH AND WELFARE SERVICES

Pembroke General Hospital - Local 1502, Canadian Union of Public Employees (CLC): An 18-month renewal agreement effective from April 1, 1979 to September 28, 1980, covering 203 employees, settled at the conciliation officer stage and ratified in December, 1979. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>	<u>Apr. 1/80</u>
	General Increases	6.0%		6.5% non-compounded
	Additional Adjustments	Various wage adjustments	6% for maintenance trades and ambulance attendants	
	Cleaner II	\$5.173-\$5.482 (\$4.881-\$5.172)	\$5.173-\$5.482	\$5.491-\$5.818
	Registered Nursing Assistant	\$6.318-\$6.627 (\$5.961-\$6.252)	\$6.318-\$6.627	\$6.706-\$7.033
	Electrician	\$7.407-\$7.699 (\$6.953-\$7.245)	\$7.861-\$8.153	\$8.315-\$8.607
Effective December 5, 1979, probationary period is 45 days worked within 12 calendar months. (Previously, 60 continuous days of work from the last date of hire.) Maximum rates are reached after four 6-month increases.				
Shift Premium:	23.3¢ per hour worked (\$1.65 per shift). Effective April 1, 1980, 24.7¢ per hour.			
Standby Pay (new):	\$1.00 per hour.			
Paid Holidays:	Effective in 1980, the floating holiday will be replaced by a holiday to be observed on Easter Monday, for a total of 11 days.			
Paid Vacation:	Effective January 1, 1980, 4 weeks after 12 (13) years' service for all employees except X-Ray Technologists and 5 weeks (new) after 20 years for all employees.			
Vacation Pay (Part-time):	10% (new) of earnings for 5 weeks of vacation.			
Health and Welfare:	Dental Plan (new) - Employer pays 50% of the premium costs of Blue Cross Group Dental Plan No.7 or its equivalent. Payments are based on the 1979 Ontario Dental Association fee schedule.			
Transportation Allowance (new):	\$2.00 per callback while on standby. Effective April 1, 1980, \$2.50 per callback.			
Uniform Allowance:	Effective December 17, 1979, full-time employees receive \$5.25 (\$3.50) per month and part-time employees 3¢ (2¢) per hour.			
Regular Part-time Employees:	<u>Pay in Lieu of Fringe Benefits (new)</u> - Effective April 1, 1980, 12¢ per hour worked. Effective August 1, 1980, 15¢ per hour.			

February 1980 Settlements

TRANSPORTATION

Ontario Tank Truck Companies, province-wide - Locals 91, 141, 880, 838 and 990, Teamsters (Ind.) (drivers and maintenance personnel): Two 36-month renewal agreements effective from December 1, 1979 to November 30, 1982, covering 350 employees settled at the conciliation officer stage and ratified in February, 1980. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/79</u>	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>
General Increases		70¢	65¢	75¢
Skilled Trades Adjustment		25¢		
<u>Drivers Agreement</u>				
Drivers		\$9.29 (\$8.59)	\$9.94	\$10.69
<u>Maintenance Agreement</u>				
Group IV (includes General Labour)		\$8.83 (\$8.13)	\$9.48	\$10.23
Group I (includes Motor Vehicle Mechanic Class A)		\$10.48 (\$9.53)	\$11.13	\$11.88

Cost of Living Allowance: Triggers in any contract year in which the Consumer Price Index - 1971=100 has increased by 5%. For the remainder of the year, 10¢ per hour or 0.25 per mile per 1% increase in the CPI above the September 1979 base. Payable December of each year. (Previously, 8¢ per hour or 0.2¢ per mile per 1% increase in the CPI. Calculated and paid annually. Same trigger.)

Shift Premium: 0-50¢-50¢ (0-25¢-25¢) for maintenance employees.

Mileage Allowance:	Effective per mile	<u>Feb.24/80</u>	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>
Sleepers		\$.2550 (\$.23075)	\$.2688	\$.2838
Others		\$.22175 (\$.20875)	\$.23375	\$.24675
Trains		\$.23375 (\$.22075)	\$.24575	\$.25875

	<u>Feb.24/80</u>	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>
Sleeper Trains	\$.2688 (\$.24275)	\$.2826	\$.2976
Lead Hand Premium:	25¢ (20¢) per hour.		
Paid Holidays:	Effective December 1, 1980, employees' birthday is added for a total of 12 days.		
Paid Vacation:	Effective in 1980, 5 weeks after 18 (20) years' service and 6 weeks (new) after 25 years.		
Health and Welfare:	Employer contributes \$82 (\$72) per month per employee. Effective December 1, 1980, \$92 per month and effective December 1, 1981, \$102 per month.		
Pension Plan:	Employer contributes \$135 (\$110) per month per employee. Effective December 1, 1980, \$160 per month. Effective December 1, 1981, \$185 per month.		
Safety Shoe Allowance:	Effective February 24, 1980, \$65 (\$50) annually for maintenance employees.		
Meal Allowance:	Maintenance employees - Effective February 24, 1980, \$5 (\$3). Drivers (on layover) - Effective February 24, 1980, \$9 (\$7). Effective December 1, 1981, \$10.		
Room and Board Allowance:	Drivers - Effective February 24, 1980 \$28 (\$23) per day. Effective December 1, 1980, \$30. Effective December 1, 1981, \$32 per day.		

WHOLESALE TRADE

Thomas Products Corporation (formerly Thomas Supply and Equipment Company Limited) at Ottawa - Local 65, Distributive Workers of America (Ind.): A 36-month renewal agreement effective from January 4, 1980 to January 3, 1983, covering 200 employees, settled at the bargaining stage and ratified in February, 1980. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 4/80</u>	<u>Jan. 4/81</u>	<u>July 1/81</u>
Increases				
Grades 6,7,8		70¢	50¢	15¢ for
Grades 3,4,5		65¢	45¢	all Grades
Grades 1,2		50¢	30¢	
Grade 1 (Operator II)	\$3.55-\$3.80 (\$3.05-\$3.30)		\$3.85-\$4.10	\$4.00-\$4.25
Grade 8 (includes Tradesperson I)	\$5.53 (\$4.83)		\$6.03	\$6.18

Effective	<u>Jan. 4/82</u>	<u>July 1/82</u>
Increases		
Grades 6,7,8	50¢	15¢ for
Grades 3,4,5	75¢	all Grades
Grades 1,2	30¢	
Grade 1 (Operator II)	\$4.30-\$4.55	\$4.45-\$4.70
Grade 8 (includes Tradesperson I)	\$6.68	\$6.83

Probationary period is 45 days. Maximum rate for Operator II is reached after 1 year.

Cost of Living
Clause:

Discontinued

Paid Vacation:

4 weeks after 15 (20) years' service. Effective in 1981, 4 weeks after 14 years. Effective in 1982, 4 weeks after 13 years.

Health and
Welfare:

Life Insurance - Coverage equal to employee's annual salary to a maximum of \$15,000 (\$10,000).

Optical Plan (new) - Employer pays 100% of premium costs.

Pension Plan
(new):

\$4 per month per year of service from 1974 to December 1980. Effective in 1981, \$5 per month. Non-contributory.

Safety Shoe
Allowance:

\$18 (\$12) annually. Effective January 4, 1981, \$20. Effective January 4, 1982, \$22.

EDUCATION AND RELATED SERVICES

Lakehead District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 357 employees, settled with mediation assistance and ratified in February, 1980. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
Average Increases		9.3%	5.0%	7.0%
Teacher-Level D 0-7 (5) years	\$11,744-\$16,336 (\$10,640-\$14,440)	\$12,489-\$17,172	\$13,369-\$18,374	
Teacher-Level A-1 0-10 years	\$14,353-\$23,263 (\$13,585-\$21,450)	\$15,148-\$24,238	\$16,204-\$25,934	
Teacher-Level A-4 0-11 years	\$17,642-\$29,885 (\$16,140-\$27,470)	\$18,507-\$30,992	\$19,807-\$33,161	

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
Principal	\$30,700-\$33,900 (\$27,700-\$30,900)	\$30,700-\$33,900	\$36,700*
*Includes \$3,200 responsibility allowance.			
Responsibility Allowance:	Principals of Senior Elementary Schools, Intermediate Schools and St. Martin School receive \$2,000 (\$1,000) over schedule.		
Evaluation for Grid Placement:	Effective September 1, 1980, based on Qualifications Evaluation Council of Ontario Programme 3 (QECO 2).		
Quarantine Pay (new):	Paid leave for employees exposed to a communicable disease who are unable to work by order of the health authorities.		
Paternity Leave (new):	1 day's paid leave upon the birth or adoption of a child.		
Health and Welfare:	Dental Plan - Effective September 1, 1980, employer pays 75% (40%) of premium costs. Payments are based on the current Ontario Dental Association fee schedule.		

HEALTH AND WELFARE SERVICES

Sault Ste. Marie General Hospital - Ontario Nurses Association (Ind): Two 24-month renewal agreements effective from October 1, 1978 to September 31, 1980, covering 214 employees, settled at the post conciliation bargaining stage and ratified in February 1980. Duration of negotiations - 13 months.

Wages:	<u>Effective</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Increases		approx. 7% for full-time employees	approx. 7% non-compounded for full-time employees
	<u>Full-time</u> (monthly rates)		
Non-Registered Nurse* 0-7 years		\$1,320-\$1,509 (\$1,230-\$1,406)	\$1,410-\$1,612
General Duty Registered Nurse* 0-7 years		\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	<u>Part-time</u> (tour rates)		
Non Registered Nurse 0-1400 tours		\$60.92-\$69.65 (\$61.29-\$69.05)**	\$65.08-\$74.40
Registered Nurse 0-7 years		\$62.77-\$72.60 (\$63.32-\$71.77)**	\$66.92-\$77.35

*Special Start Rates - General Duty Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Non Registered Nurses receive \$1,237 (\$1,150) per month. Effective October 1, 1979, \$1,311 per month.

**Previous rates include the add-on in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (0-1.65-\$1.65) per shift. Effective October 1, 1979 0-\$1.85-\$1.85.

Paid Holidays: Effective October 1, 1979, employee's birthday replaces the floating holiday for a total of 11 days (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for plan providing basic preventative coverage. Based on current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979 12%.

ERRATUM

The following settlement was reported incorrectly in the January 1979 Report, p. 41.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 24-month renewal agreement effective from July 24, 1978 to July 20, 1980, covering 455 employees, settled at bargaining following an arbitration award in December, 1978. Duration of negotiations - 21 months.

Wages:	Effective	<u>July 24/78</u>	<u>July 23/79</u>	<u>Jan. 7/80</u>
Increases		\$1,000-\$2,000	\$1,200-\$2,200	*
DS-1		\$12,338-\$17,100 (\$11,338-\$16,100)	\$13,538-\$18,300	\$13,538-\$18,300
DS-6		\$36,450-\$41,450 (\$34,450-\$39,450)	\$38,650-\$43,650	\$38,650-\$43,650

*Effective January 7, 1980, a New Group Pay Plan is introduced providing semi-annual pay increments effective April 1 and October 1, or annual increments on April 1 based on length of service and merit.

Overtime Pay: Employees who travel and work on a normal working day receive the applicable overtime rate for all travel time in excess of 7 1/2 (8) hours.

Paid Vacation: Effective July 24, 1978, 4 weeks after 12 (13) years' service and 5 weeks after 26 (27) years.

Field Work Allowance: \$200 (\$175) for each 30 days. Effective July 23, 1979, \$225.

Flying Allowance (new): \$45 per month.

Negotiations in Progress during March 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
and P Stores, province-wide	United Food and Commercial Workers (AFL-CIO/CLC)	3,595	B
Allen Industries Canada Ltd., Hamilton	Auto Workers (CLC)	900	B
American Can of Canada Ltd., Marathon	United Paper Workers (AFL-CIO/CLC)	500	B
American-Standard (Div. of Wabco-Standard Ltd. Landsdowne Plant), Toronto	Potters (AFL-CIO/CLC)	235	B
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	B
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	725	B
Atomic Energy of Canada Ltd. (Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	690	B
Atomic Energy of Canada Ltd. (Radio Chemical Co.), Ottawa	Oil Workers (AFL-CIO/CLC)	250	B
Wallace-Barnes Co. Ltd., Associated Spring Operations, Burlington and Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Bata Industries Ltd., Bata Engineering Div., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230	CO
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	300	B
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	270	B
Boilermaker Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	975	B
Borg-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	325	PCB
Brewers Warehousing Co. Ltd. and several Breweries, province-wide	Cdn. Brewery Workers (CLC) (warehouse, retail store and production empls. and highway drivers)	3,020	MED
Budd Canada Ltd., Kitchener	Auto Workers (CLC) (production empls.)	1,200	B
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	447	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	600	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Canadian Appliance Manufacturing Company Ltd., Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	680	B
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	600	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	400	B
Canadian General Electric Co. Ltd., Drafting Section, Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC)	250	B
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385	B
Canadian Shipbuilding and Engineering Ltd., (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	860	B
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323	P
Canron Ltd., Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	12,000	B
Cikent Corp., northern Ontario	CUPE (CLC)	319	AR
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Controls Co. Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	335	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	540	CO
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
Dare Foods Ltd. Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	230	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,150	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dominion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part-time empls.)	10,300	B
Dontar Inc., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	MED
Durham Board of Education	CUPE (CLC)	350	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	400	PCB
Durham Regional Police	Police Assn. (Ind.)	360	PCB
Eaton Yale Ltd., Forestry Equipment Div., Woodstock	Molders (AFL-CIO/CLC)	362	CO
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B
Electrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	10,000	CO
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	450	CO
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	CO
Exolon Co. of Canada Ltd., Thorold	Cdn. Chemical Workers (Ind.)	234	CO
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	PCB
Foxhead Inn Ltd. (Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	CO
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC) (production empls.)	850	B
Gabriel of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	690	MED
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	400	B
General Foods Ltd., Cobourg	United Food and Commercial Workers (AFL-CIO/CLC)	750	B
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	425	B
B.F. Goodrich Canada Ltd. (Industrial Products Plant), Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	540	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	P
Gould Manufacturing of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	350	B
Great Atlantic and Pacific Tea Co. Ltd., Bakery Div., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	250	CO
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	B
Greb Industries Ltd. (Bauer Div.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	440	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	ME
Halton Regional Police	Police Assn. (Ind.)	263	CO
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	ME
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	ME
Hamilton Street Railway and Canada Coach Lines	Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	745	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	ME
Hastings County Board of Education	CUPE (CLC)	200	B
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,167	WS
Hayes-Dana Ltd. (Plants #1, 2 and 3), St. Catharines and Thorold	Auto Workers (CLC)	1,800	B
H.J. Heinz Company of Canada Ltd., Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000	B
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	760	ME
Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	1,200	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,025	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	260	CO
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	1,800	CO
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
International Parts (Canada) Ltd., International Parts Manufacturing Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	225	CO
Johns-Manville Canada Inc., (Port Union Plant), Toronto	Cdn. Chemical Workers (Inc.)	440	CO
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC) (production empls.)	610	B
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	490	WS
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	270	B
Kimberly Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	700	B
Labour Relations Bureau of Ont. General Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CLC)	1,500	CO
Labourers Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	CO
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	WS
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	MED
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd., Toronto and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
Masonry Industry Employers Council of Ontario	Bricklayers (AFL-CIO/CLC)	4,000	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	5,300	CO(R)
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, Unit B garage and Unit C parking control officers, cadets and matrons)	1,180	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	CO
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	275	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	CO

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta.
Metropolitan Toronto Road Builders Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	550	C
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	1,500	C
Middlesex County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	M
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	P
Millhaven Fibres Ltd. (Millhaven Works), Ernestown	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	1,020	B
Millwrighting Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	1,700	B
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	M
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	M
North Bay City Corp.	CUPE (CLC)	215	B
North Bay Civic Hospital	CUPE (CLC)	220	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	C
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	C
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	A
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230	C
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	M
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	300	C
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario General Contractors Assn., Reinforced Steel Institute and Industrial Contractors Assn. of Canada	Structural Iron Workers (AFL-CIO/CLC)	2,700	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	MED
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	MED
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	MED
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	4,780	MED
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government	Ontario Provincial Police Assn. (Ind.) (cadets and police officers)	3,860	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO/CLC)	200	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	MED
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ARB
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,400	B
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	B
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	12,000	B
The Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900	B
Ontario Refrigeration and Air Conditioning Contractors Assn.	Plumbers (AFL-CIO/CLC)	980	B
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	5,000	CO
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	500	CO
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	830	CO
Ottawa Board of Education	Fed. of Women Teachers' Assn. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	M
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	M
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	M
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	358	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220	B
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.)	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (production empls.)	500	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	ME
Quaker Oats Co. of Canada Ltd., Pet Foods Div., Trenton	United Food and Commercial Workers (AFL-CIO/CLC)	220	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	AR
RCA Limited, Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	ME
Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL-CIO/CLC)	315	B
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	B
St. Joseph Religious Hospital-Allers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	B
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	B
Samuel, Son and Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	320	B
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	725	CO
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	355	CO
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	AR

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Silknet Ltd. and Dominion Woollens and Worsteds, Cambridge	United Textile Workers (AFL-CIO/CLC)	325	MED
Simmons Ltd., Brampton	Electrical Workers (UE) (CLC)	230	B
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (Ind.)	210	B
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (AFL-CIO/CLC)	1,420	B
Steeplejack and Masonry Restoration Contractors Assn., province-wide	Plasterers (AFL-CIO/CLC)	250	B
Steinburg Inc., southern Ontario	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	5,000	B
Sterling Drug Ltd., Aurora	Oil Workers (AFL-CIO/CLC)	220	B
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	WS
Sudbury Regional Police Dept.	Police Assn. (Ind.)	223	B
Sunar (Div. of Hauserman Ltd.), Waterloo	Steelworkers (AFL-CIO/CLC)	248	B
Supreme Aluminum Industries Ltd., Pickering and Toronto	Employees' Assn. (Ind.)	450	B
3M Canada Ltd., London	Auto Workers (CLC)	350	CO
TRW Canada Ltd. (Thompson Products Div.) St. Catharines	Employees' Assn. (Ind.)	900	B
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers (AFL-CIO/CLC)	1,000	B
Thunder Bay City Corp.	CUPE (CLC)	325	CO
Thunder Bay City Corp., Grandview Lodge and Dawson Court	Service Employees (AFL-CIO/CLC)	369	B
Thunder Bay Construction Association	Carpenters (AFL-CIO/CLC)	600	B
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	260	CO
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	750	CO
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	360	MED
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	215	B
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	352	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,725	E
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	E
Toronto Cloak Manufacturers' Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800	E
Toronto Commercial Film Producers Assn., Toronto	Theatrical Stage Employees (AFL-CIO/CLC)	400	E
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	C
Toronto Masonry Contractors Assn.	Bricklayers Independent Union (CCU) (bricklayers and bricklayer assistants)	1,700	E
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	5,125	M
Toronto Public Library Board	CUPE (CLC)	300	B
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200	B
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shop), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,205	B
University of Ottawa	Professors Assn. (Ind.)	850	B
University of Windsor	Service Employees (AFL-CIO/CLC)	288	B
Utility Contractors Assn. of Ontario	Labourers (AFL-CIO/CLC)	750	C
Victoria Hospital	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	C
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	212	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	A
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	M
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	M
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	360	B
White Farm (Canada) Ltd., Brantford	Auto Workers (CLC)	900	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	B

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Borough Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	232	CO
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	300	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PMB
York University, Toronto	CUPE (CLC) (service and maintenance empls.)	250	B
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing and supply branches)	7,990	B
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	United Food and Commercial Workers (AFL-CIO/CLC)	2,000	B
Canada Packers Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,600	B
Canadian Broadcasting Corporation, Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	4,700	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,790	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	ARB

** Federal jurisdiction

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	11,615	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) (production empls.)	500	B
Swift Canadian Co. Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	1,300	B

** Federal jurisdiction

Negotiations in Progress during March 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1980

Employer and Location	Union	No. Emp.
Abitibi Forest Products, Sturgeon Falls	Cdn. Paperworkers (CLC)	340
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	270
Abitibi Forest Products, Provincial Paper Div., Thunder Bay	United Paperworkers (AFL-CIO/ CLC)	270
Abitibi Forest Products, Provincial Paper Div., Thunder Bay	United Paperworkers (AFL-CIO/ CLC)	480
Abitibi Forest Products (Abitibi Prov- incial Paper Div.), Thorold	Cdn. Paperworkers (CLC)	530
Abitibi Paper Co., Iroquois Falls	Cdn. Paperworkers (CLC)	230
Abitibi Paper Co., Iroquois Falls	Cdn. Paperworkers (CLC)	640
Abitibi Paper Co., Sault Ste. Marie	Cdn. Paperworkers (CLC)	350
Abitibi Paper Co., Smooth Rock Falls	Cdn. Paperworkers (CLC)	370
Abitibi Paper Co., Fort William Div., Thunder Bay	Cdn. Paperworkers (CLC)	220
Allen Industries Canada Ltd., Hamilton	Auto Workers (CLC)	900
Amcan Castings, Guelph	Electrical Workers (UE) (CLC)	200
Architectural Glass and Metal Con- tractors Assn., province-wide	Painters (AFL-CIO/CLC)	720
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	270
Boilermaker Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650
Boise Cascade Canada Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	260
Boise Cascade Canada Ltd., Fort Frances	United Paperworkers (AFL- CIO/CLC)	500
Boise Cascade Canada Ltd., Kenora	United Paperworkers (AFL- CIO/CLC)	480
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	600
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	600
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	400
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385
Canron Ltd., Ignot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200
Carpenters Employer Bargaining Agency, province-wide	Carpenters (AFL-CIO/CLC)	12,000

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Cement Masons Employer Bargaining Agency, province-wide	Plasterers (AFL-CIO)	1,500
Construction Site Teamster Employer Bar- gaining Agency, province-wide	Teamsters (Ind.)	500
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/ CLC)	540
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	230
Domtar Inc., Cornwall	Cdn. Paperworkers (CLC)	1,125
Domtar Inc. (Domtar Fine Paper Group), St. Catharines	Cdn. Paperworkers (CLC)	255
Domtar Inc., Packaging Group, Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	440
Domtar Inc., Packaging Group, Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	300
Eaton Yale Ltd., Forestry Equipment Div., Woodstock	Molders (AFL-CIO/CLC)	362
E.B. Eddy Forest Products Ltd. (Paper Mill), Espanola	Cdn. Paperworkers (CLC)	650
E.B. Eddy Forest Products, Ottawa	Multi-Union	550
Electrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	10,000
Exolon Co. of Canada Ltd., Thorold	Cdn. Chemical Workers (Ind.)	234
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	400
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855
Great Lakes Paper Co. Ltd., Thunder Bay	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Hastings County Board of Education	CUPE (CLC)	200
H.J. Heinz Company of Canada Ltd., Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000
Interior Systems Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	1,200
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	260
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	1,800
Johns-Manville Canada Inc. (Port Union Plant), Toronto	Cdn. Chemical Workers (Ind.)	440

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1980 (Cont'd)

Employer and Location	Union	No. of Emps.
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC) (production empls.)	61
Kimberly-Clark of Canada Ltd., Etobicoke	Cdn. Paperworkers (CLC)	50
Kimberly-Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/ CLC) (mill empls.)	70
Labourers Bargaining Agency, province- wide	Labourers (AFL-CIO/CLC)	16,00
Loblaws Ltd., Intercity	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,00
Loblaws Ltd., province-wide	United Food and Commercial Workers (AFL-CIO/CLC)	68
Loblaws Ltd., province-wide	United Food and Commercial Workers (AFL-CIO/CLC) (part- time retail clerks and meat cutters)	30
London City Board of Education	CUPE (CLC) (custodians)	35
Masonry Industry Employers Council of Ontario	Bricklayers (AFL-CIO/CLC)	4,00
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/CLC)	50
Metropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CLC)	35
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	40
Metropolitan Toronto Road Builders Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	55
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	50
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	1,50
Millwrighting Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	1,70
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	25
W.J. Mowat Ltd., Hamilton, London and Toronto	CLC Directly Chartered (part- time empls.)	20
National Auto Radiator Manufacturing Co. Ltd., Windsor	Auto Workers (CLC)	35
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL- CIO/CLC), Labourers (AFL-CIO/ CLC) and Teamsters (Ind.)	1,00
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL- CIO/CLC)	1,00

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	300
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL- CIO/CLC)	1,400
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/ CLC)	1,300
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	12,000
Ontario Painting Contractors Assn., In- terior Systems Contractors Assn. of Ont., and Acoustical Assn. of Ont.	Painters (AFL-CIO/CLC)	3,000
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO/CLC)	300
Ontario Refrigeration and Air Condition- ing Contractors Assn.	Plumbers (AFL-CIO/CLC)	980
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/ CLC)	5,000
Operating Engineers Employers Agency, province-wide	Intl. Operating Engineers (AFL-CIO/CLC)	2,600
Oshawa and District Contractors	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	200
Ottawa Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC) (residential)	300
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	358
Pioneer Chain Saw Corp. Inc., Peter- borough	Steelworkers (AFL-CIO/CLC)	225
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	220
Plasterers Employer Bargaining Agency	Plasterers (AFL-CIO)	1,200
Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL- CIO/CLC)	315
Rodmen Employer Bargaining Agency, province-wide	Structural Iron Workers (AFL- CIO/CLC)	2,700
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910
Spruce Falls Power and Paper Co. Ltd., and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC)	1,125
Spruce Falls Power and Paper Co. Ltd., and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC)	200

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in April 1980 (Cont'd)

Employer and Location	Union	No. Emp
Steeplejack and Masonry Restoration Contractors Assn., province-wide	Plasterers (AFL-CIO/CLC)	25
Terrazzo Tile and Marble Guild of Ontario	Bricklayers (AFL-CIO/CLC)	1,00
TRW Canada Ltd., (Thompson Products Div.), St. Catharines	Employees' Assn. (Ind.)	90
Thunder Bay Construction Assn., General Contractors Div.	Carpenters (AFL-CIO/CLC)	45
Thunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	60
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	30
Toronto Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC) (residential)	80
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (physical sciences group)	38
Union Carbide Canada Ltd., (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC) (hourly empls.)	61
University of Guelph	CUPE (CLC)	40
University of Windsor	Service Employees (AFL-CIO/CLC)	28
Utility Contractors Assn. of Ontario	Labourers (AFL-CIO/CLC)	75
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	36
Westfair Foods Ltd., Thunder Bay	United Food and Commercial Workers (AFL-CIO/CLC)	22
White Motor Corp. of Canada Ltd., (White Farm Equipment Div.), Brantford	Auto Workers (CLC)	90
York University, Toronto	CUPE (CLC) (service and maintenance empls.)	25

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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
April 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

May 29, 1980

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Highlights

Brewery Workers Settlements. The 1980 round of brewing industry bargaining in Ontario was concluded April 20 with the ratification of a three-year contract agreed to between three major breweries and their retail outlet -Brewers' Warehousing Company - and two unions acting jointly on behalf of their 19 locals across the province. The new settlement affected a total of 3,020 plant, warehouse, transport, office and retail employees of Molson's Brewery (Ontario), Labatt's Ontario Breweries, Carling O'Keefe, Carling O'Keefe Transport and Brewers' Warehousing Company represented by the Canadian Union of Brewery Workers and the London local of the National Brewery Workers' Union. The previous two-year agreements opened up for renewal December 31, 1979 and the subsequent negotiations revolved around the proposed three-year term, cost-of-living adjustments and improvements in shift and pension provisions.

A tentative settlement, reached in mediation at the end of March, provided a general wage increase of \$3.10 per hour over three years, consisting of \$1.05 in each of the first two years and \$1.00 in the third year. It amounted to an increase of about 29 per cent on a machine operator's rate of \$9.75 per hour. Tradesmen and mechanics received an additional 12 cents per hour in each year. In addition, cost-of-living adjustments triggered at 8.5 per cent and based on a .3 factor during the final year of the contract will eventually be paid as a lump sum at the end of 1982. Among other changes were higher shift premiums and improvements in insurance, dental and pension plan provisions. The settlement was promptly accepted by all the groups involved except those at Molson's in Toronto and Labatt's in London. The main reason for voting against the settlement was the absence of COLA payments in the first two years of the proposed contracts. The rejection of the offer by even one plant could have set the stage for a province-wide lockout by the brewery firms. However, in a second vote held two weeks later, the two locals decided to accept the same offer they initially turned down.

The Ontario pact is expected to be a model for the concurrent brewing industry negotiations in Western and Eastern provinces. In fact, striking and locked-out brewery workers in Newfoundland accepted in late April a wage-benefit package comparable to that gained by Ontario workers, although it did not provide the sought after wage parity. By the end of the three-year contracts, the hourly base rate in Newfoundland will reach \$12.60 compared with \$12.85 in Ontario.

Agricultural Implement Settlements. Negotiations between International Harvester Canada in Hamilton and the United Steelworkers of America (USWA) for the renewal of a collective agreement which expired April 30, 1980 resulted in a first settlement in the current round of Ontario farm equipment

industry bargaining. The three-year agreement was concluded in post-conciliation bargaining and was overwhelmingly ratified in late April by the company's 1,500 plant employees. A separate but similar contract was at the same time accepted by about 250 Harvester's office employees, members of another USWA local.

The new agreements provided a general wage increase of 3 per cent each year plus a COLA fold-in of \$1.72 per hour, representing all but 5 cents of past cost-of-living adjustments. Quarterly adjustments of 1 cent per .35 point change in the CPI, using the 1961=100 base, will be continued with the COLA formula modified in the third year to utilize an equivalent .26 factor under the 1971 base. Over the last seven quarters, 14 cents of the forthcoming adjustments will be diverted to finance a new job evaluation plan scheduled for implementation in April 1981. In addition to wages, the new terms called for parallel increases in wage related health and welfare benefits, new provisions for hearing aids and the coverage of out-of-province hospital and medical expenses, expansion of the existing dental plan and revisions in the pension plan, with new or improved clauses for surviving spouses. Other negotiated changes included improvements in the Supplemental Unemployment Benefit Plan (SUB) and higher allowances for meals, safety shoes and apprentice tools. One of the contentious issues this year was the company proposal to introduce a continuous work schedule in some areas of production, which was eventually agreed to by the union. If needed, the new system will be introduced in disc and cutting knives manufacturing and in metal treatment units for a minimum of three months, affecting up to 70 employees. It may be expected that essentially the same economic terms will be accepted by 1,400 production employees represented by the UAW at the Harvester's truck plant in Chatham, where the current contract expires in June.

The Hamilton settlement generally followed the pattern established last October in the U.S. agricultural implement industry by a pact between Deere & Company and the United Auto Workers (UAW) which was signed following a three-week strike. The pattern was later confirmed by the union's agreements with other major U.S. farm machinery manufacturers, which also were ratified after untypically serious work stoppages of 80 days at Caterpillar Tractor Company and 172 days at International Harvester Company. The U.S. negotiations, covering over 115,000 employees, ended in March 1980 with a strike-free settlement at J.I. Case Company. Although the farm equipment negotiations are traditionally modelled after the auto industry pattern settlements, they usually provide some variations (e.g. COLA's in Canadian farm machinery agreements are calculated according to the CPI for Canada, and not the composite U.S.-Canada index as is the case with the majority of auto contracts) and are notable for breakthroughs in fringe benefits that afterwards are adopted by the auto industry bargainers. Vacation bonuses, a full week of vacation between Christmas and New Year's Day, removal of COLA caps, company-paid dental plans and attendance bonuses in the form of paid time off, forerunners of the Paid Personal Holidays (all of which are now

common in the auto industry) were first achieved within the past 20 years in the farm machinery industry. The principal novel feature resulting from the current negotiations was pension coverage for surviving spouses without reduction in a retiree's basic benefit.

Negotiations on the new contracts occurred at a time when the agricultural implement industry continued to be in the down phase of its economic cycle, due to a continent-wide decline in demand for farm machinery caused by high interest rates, persistent drought and wheat embargos against the U.S.S.R. Slow sales and generally poor market conditions have resulted in major layoffs in the U.S. and Canada. The loss of jobs in Ontario was also related to the prolonged strike at Harvester's U.S. plants which interrupted the flow of components to its subsidiaries. However, new orders and the need to restore inventories used up during the strike, saved the Hamilton and Chatham workers from heavy layoffs. The situation appears to be more serious at Massey-Ferguson Industries and White Farm Equipment, the other major farm machinery producers, who intend to shut down their plants for three months later this year. At White Farm in Brantford, where the production unit's contract opened up April 30, the 1,000 UAW members accepted in late May a three-year renewal agreement with terms slightly exceeding those at International Harvester. The Massey-Ferguson master agreement, covering more than 5,000 UAW members employed at the company's operations in Toronto and Brantford, will expire September 1. A week after negotiations for its renewal began, the company announced an extension of the usual August shutdown for two more months. The main bargaining issues are reported to be pension benefits and the contract duration. The union is also concerned about the health of the SUB fund which, as long as it lasts, provides laid-off workers with up to 95 per cent of their normal take-home pay. However, the fund has been depleted by earlier drawings arising from shorter work weeks and could dry up within three weeks of the start of the layoffs.

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FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind.): A 24-month renewal agreement effective from April 12, 1980 to April 11, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 12/80</u>	<u>Oct. 12/80</u>
	General Increases	15¢	20¢
	COLA Fold in	\$1.10	
	Light General Worker	\$6.62 (\$5.37)	\$6.82
	Cold Storgeman	\$7.40 (\$6.15)	\$7.60
	Third Class Stationary	\$8.50 (\$7.25)	\$8.70
	Effective	<u>Apr. 12/81</u>	<u>Oct. 12/81</u>
	General Increases	17¢	18¢
	Light General	\$6.99	\$7.17
	Cold Storgeman	\$7.77	\$7.95
	Third Class Stationary	\$8.87	\$9.05

Cost of Living Allowance: 4¢ of the cost of living allowance will continue to float.

1¢ per 0.5 increase in the Consumer Price Index - 1961=100, above the base of 255.1. Adjusted semi-annually. (Same formula).

Shift Premium: 0-17¢-25¢ (0-15¢-25¢).

Paid Holidays: Heritage Day is added for a total of 12 days.

Paid Vacation: Effective July 1, 1980, 5 weeks (new) after 25 years' service at 10%.

Bereavement Leave: Grandchildren included in up 3 days' paid leave to attend funeral.

Health and Welfare: Dental Plan - Employer pays 100% (75%) of premium cost.

Quaker Oats Company of Canada Limited, Pet Food Division at Trenton - Local 1172-1
United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 220 employees settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/80	Apr. 1/81
	General Increases	70¢	65¢
	Grade 1 (Hand Pack- New Product)	\$6.89 (\$6.19)	\$7.54
	Grade 9 (includes Bakery Operator)	\$7.57 (\$6.87)	\$8.22
	Maintenance Grade 5	\$8.24 (\$7.54)	\$8.89

Shift Premium: 0-18¢-23¢ (0-14¢-16¢). Effective April 1, 1981, 0-21¢-25¢.

Health and Welfare: Weekly Indemnity - Benefits of 75% of weekly earnings. UIC integration begins at end of fourth week (second week).

Major Medical - Coverage extended. Employer pays 100% of premium cost with \$15/\$30 deductible.

Dental Plan - Employer pays 65% (50%) of premium cost. Payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective April 1, 1981, based on the 1979 ODA fee schedule.

Pension Plan: The greater of \$12 per month per year of service (new) or the amount of pension provided by employer/employee contribution.

Early Retirement - At age 62 with 20 years of service with no actuarial reduction (new).

Safety Shoe Allowance: \$40 (\$25) annual maximum. Effective April 1, 1981, \$45.

Tool Allowance: \$35 (\$30) annual maximum. Effective April 1, 1981, \$45.

The Great Atlantic & Pacific Company of Canada Limited at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO-CLC) : A 24-month renewal agreement effective from March 9, 1980 to March 13, 1982, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 9/80	Mar. 15/81
	General Increases	9%	10%
	General Help Light Duties	\$7.28* (\$6.70)	\$8.01
	General Help	\$8.00 (\$7.36)	\$8.80
	Machinist	\$9.96* (\$9.16)	\$10.96

*Note: 2¢ per hour has been diverted from the new rates into the Dental Plan.

Shift Premium: Effective March 9, 1980, 30¢ (22¢) for hours worked between 6 p.m. and 6 a.m. Effective March 15, 1981, 35¢.

Paid Vacation: Effective January 1, 1981, 4 weeks after 11 (12) years' service.

Health and Welfare: Long Term Disability - Effective April 14, 1980, benefits increase to 65% (60%) of monthly earnings.

Pension Plan: Effective August 3, 1980, employer introduces a plan replacing existing plan with company contributions commencing for employee with 1 (5) years' service. Normal retirement age is 65. Plan provides benefits as follows:

Past Service Benefit - \$8.50 per month per year of service excluding the qualifying year.

Future Service Benefit - \$9.50 per month per year of service. Effective August 3, 1981, \$10.00.

Early Retirement - 5% per year actuarial reduction for early retirement after age 55. (Previously on sliding scale, now fixed at 50%).

Safety Shoe Allowance: Effective April 14, 1980, \$35 (\$24) per year for safety shoes.

Brewers' Warehousing Company Ltd., province-wide; Molson's Brewery (Ontario) Ltd. at Toronto and Barrie; Labatt's Ltd. at Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd. at Toronto - Eighteen Locals, Canadian Brewery Workers (CLC) and one Local, National Brewery Workers' Union (CLC) (3,020 warehouse, retail store clerks, office, production, maintenance and transport employees): Ten 36-month renewal agreements effective from January 1, 1980 to December 31 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81	Jan. 1/82
General Increases		\$1.05	\$1.05	\$1.00
Skilled Trades Adjustments		12¢	12¢	12¢
<u>Carling O'Keefe, Labatt's and Molson's</u>				
Bottling & Warehouse Machine Operator		\$10.80 (\$9.75)	\$11.85	\$12.85
Tradesman "A"		\$12.76 (\$11.59)	\$13.93	\$15.05
<u>Brewers' Warehousing</u>				
Retail Checker-Cashier		\$10.89 (\$9.84)	\$11.94	\$12.94

Hours of Work: 40 per week for non-office employees. Hours for office employees vary. (Both unchanged.)

Cost of Living Allowance: Triggers in third year if the Consumer Price Index - 1971=100 increases by more than 8.5% above the CPI for December 1981. One calculation and lump sum payment will be made at the end of 1982 on the basis of 1¢ per 0.3 point increase in the CPI above the trigger. (Basic formula is unchanged.)

Shift Premium: Effective April 21, 1980, 0-45¢-55¢ (0-35¢-55¢). Effective January 1, 1981, 0-45¢-60¢. Effective January 1, 1982, 0-50¢-65¢.

Paid Holidays: 11 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 8 years, 5 weeks after 15 years, 6 weeks after 20 years and 7 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1980, \$23,000 (\$20,000) coverage. Effective January 1, 1981, \$24,000. Effective January 1, 1982, \$25,000.

Dental Plan - \$500 (\$250) basic coverage per year. \$3,000 (\$2,000) maximum lifetime orthodontic coverage. Effective May 1, 1980, 75%/25% (50%/50%) co-insurance for restorative services.

Pension Plan: Accrual Rate (Per year of Service to Maximum 30 years) -
Effective January 1, 1980, \$13 (\$9); effective January 1, 1981, \$14. Effective January 1, 1982, \$15.

Examples of Monthly Benefits:

At age 65 with 30 years of service and integrated with CPP - January 1, 1980, \$700 (\$620); January 1, 1981, \$740; January 1, 1982, \$780.

At age 60 with 30 years of service - January 1, 1980, \$860, (\$720); January 1, 1981, \$900; January 1, 1982, \$940.

Safety Shoe Allowance: Effective March 15, 1981, employer provides \$50 allowance towards the purchase of 1 pair every 10 months. (Employer paid for 1 pair per year up to a maximum of \$30.)

RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc., Factory and Reclaim Plant at Bowmanville - Local 189, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1980 to February 19, 1983, covering 230 employees, settled with mediation assistance. Duration of negotiations.- 4 months.

Wages:	Effective	<u>Feb.20/80</u>	<u>Apr.13/80</u>	<u>Feb.15/81</u>	<u>Feb.14/82</u>
	General	32¢		20¢	20¢
	Increases				

	<u>Feb. 20/80</u>	<u>Apr. 13/80</u>	<u>Feb. 15/81</u>	<u>Feb. 14/82</u>
COLA Fold-in (from previous agreement)		49¢		
Special Adjustments	8¢		3¢	
"Silent" COLA	10¢			
Skilled Trades Adjustments	25¢		15¢	
COLA Advances	20¢		15¢	15¢
Utility Man	\$6.82 (\$6.12)	\$7.31	\$7.69	\$8.04
Electrician	\$8.80 (\$7.85)	\$9.29	\$9.82	\$10.17

Extraordinary Adjustments - Made in reference to the overall industry settlement pattern.

"Silent" COLA - 10¢ of the 15¢ that would have been forthcoming from the previous agreement had a twelfth adjustment been made.

COLA Advances - To be recovered by equal installments of 5¢ per quarter from subsequent COLA adjustments.

*The general increases, skilled trades adjustments, extraordinary adjustments and "silent" COLA are scheduled to be incorporated into the rate structure Feb. 19, 1983. Incorporation of new COLA adjustments including the COLA advances has not been determined under this agreement. However, since the impact of these increases and COLA adjustments for hourly rated employees is fully felt at the time of their scheduled introduction, rates shown above reflect all of these items.

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: First year - 4 quarterly adjustments of 1¢ per .3 change in the CPI - 1971=100. Calculated and paid starting May 1980 for the period Feb. 1980 - Apr. 1980 over Dec. 1979 - Feb. 1980 using the average CPI for those periods.

Second year - 4 quarterly adjustments of 1¢ per .26 change in the CPI. Base period updated by 1 year.

Third year - 3 quarterly adjustments of 1¢ per .26 change in the CPI. Base period updated by 1 year.

(Previous formula provided for 11 quarterly adjustments of 1¢ per .3 change in the CPI. A 6¢ diversion from all the allowance was made to offset the cost of the dental plan.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays:	1 floating day added for a total of 12 days. If a new statutory holiday is legislated, the new floating holiday will become that day.
Paid Vacation:	4 weeks after 12 (15) years and 6 after 25 (30). Also, 2 after 1, 3 after 5 and 5 after 20 (all unchanged).
Minimum Vacation Pay:	\$225 (\$160) per week of vacation. Applies to employees who have resumed normal duties not less than 1 month before vacation period, following an absence due to sickness or injury not covered by the Workmen's Compensation Act.
Health and Welfare:	<u>Life Insurance and A.D.& D.</u> - \$13,000 (\$11,500). <u>Life Insurance for Pensioners</u> - \$6,500 (\$5,500). <u>Optional Contributory Life Insurance (new)</u> - Employee, \$13,000. Dependants, \$5,000 for spouse; \$1,000 for each child. <u>Weekly Indemnity</u> - Maximum \$174 (\$147) per week for 52 weeks. <u>Extended Health Care</u> - Coverage for eyeglasses \$80 (\$60) every 2 years. Other benefits unchanged. <u>Dental Plan</u> - Effective April 1, 1980, coverage for caps and crowns added and payments based on the 1980 (1976) Ontario Dental Association fee schedule. 5¢ from the amount of COLA that would have been forthcoming had a Feb. 1980 payment been made under the expired COLA formula will be used to offset the increased cost. <u>Transition Benefit (Surviving Spouse)</u> - \$250 (\$200) maximum per month. <u>Bridge Benefit (Surviving Spouse)</u> - \$250 (\$200) maximum per month less any applicable statutory reductions.
Pension Plan:	<u>Basic Monthly Benefit</u> - \$15 (\$11.75) per year of service for all new retirements. <u>Supplementary Monthly Benefit</u> - Type A, \$10 (\$9) per year of service to a maximum of 30 (25) years. Type B, \$4.30 (unchanged) per year of service to a maximum of 30 (25) years. <u>Special Early Retirement</u> - Unreduced pension for retirements with age 62 and 10 years of service (unchanged) or age 55 and 30 years of service (55 and 37).
Supplementary Unemployment Benefit Plan:	<u>Employer Contribution</u> - 5¢ to 15¢ (2¢-12¢), depending on funding level.
Separation Payment Plan:	Ranges from 50 times the employee's average hourly earnings for those with 1 but less than 2 years of service to 2 times years of service multiplied by the employee's weekly straight time pay. (50 times the employee's average hourly earnings for those with 2 years of service to 3% of total earnings for those with 15 or more years of service.)
Clothing Allowance:	3¢ (2¢) per hour in "dirty" departments only.

Meal Allowance: \$3 (\$1.50) meal ticket.

LEATHER

Greb Industries Limited (Bauer Division) at Kitchener - Local 308, Clothing and Textile Workers *(AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1980 to March 28, 1982, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

*The United Shoe Workers, the previous bargaining agent, merged with the Clothing and Textile Workers in March, 1979.

Wages:	Effective	Mar. 29/80	Mar. 29/81
	General Increases	50¢	41¢
	Cutting and Fitting Dept. Group E (includes Floater)	\$4.69-\$5.29 (\$4.19-\$4.79)	\$5.10-\$5.70
	Group A (includes Toolmaker)	\$6.47-\$7.17 (\$5.97-\$6.67)	\$6.88-\$7.58

Probationary period is 8 working weeks. Maximum rates are reached on merit.

Note: The employer and the union agree to meet to resolve any problems that arise if the wage increases during the term of this agreement become submerged as a result of increases to the cost of living.

Shift Premium: 0-18¢-21¢ (0-15¢-19¢).

Paid Vacation: 4 weeks after 12 (15) years' service, 5 weeks after 21 (25) years and 6 weeks after 25 (30) years.

Bereavement Leave: Common-law spouse is added for up to 3 days' paid leave. 2 (1) days' paid leave for mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law and son-in-law.

Health and Welfare: OHIP - Employer pays \$16 (\$13) per month for single employees and \$32 (\$26) per month for employees with dependents. Employer pays 50% of all future increases in premiums.

Safety Glass Allowance: Employer pays 100% of cost of safety lenses once every 2 years (previously, \$40.)

TEXTILE

Allen Industries Canada (Division of Dayco Canada Ltd.), at Hamilton - Local 525, Auto Workers (CLC) (1,000 plant employees): A 36-month renewal agreement effective from April 22, 1980 to April 21, 1983, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 22/80</u>	<u>Apr. 22/81</u>	<u>Apr. 22/82</u>
	COLA Fold-in	\$1.29		
	General Increases	25¢	25¢	25¢
	Skilled Trades Adjustments	15¢	15¢	
	Assembler Panel Line	\$7.21 (\$5.67)	\$7.46	\$7.71
	General Labourer	\$7.61 (\$6.07)	\$7.86	\$8.11
	Millwright A	\$9.78 (\$8.09)	\$10.18	\$10.43
Cost of Living Allowance:	1¢ per 0.35 point change in the Consumer Price Index - 1971=100, adjusted quarterly throughout the agreement. (Basic formula is unchanged, except that the previous agreement provided for a 2¢ diversion to offset the cost of the dental plan.)			
Hours of Work:	40 hours per week (unchanged).			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$10,000 (\$8,500) coverage.			
	<u>Life Insurance for Retirees</u> - \$2,500 (\$1,500) coverage.			
	<u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of premium costs.			
	<u>Dental Plan</u> - Effective April 22, 1981, specified surgical coverage added.			
Pension Plan:	<u>Basic Benefit</u> - Effective April 22, 1981, \$8 (\$7) per month per year of service. Effective April 22, 1982, \$9.			
Safety Boots: Allowance:	Employer pays half the cost to a maximum of \$30 (\$20) per year.			
Safety Prescription Glasses:	Employer pays maximum \$25 (\$15) per year.			
Paid Union Educational Leave (new):	Employer contributes 1¢ per compensated hour.			

KNITTING MILLS

Silknet Limited at Cambridge - Local 354, United Textile Workers (AFL-CIO/CLC): A 25-month renewal agreement effective from January 1, 1980 to January 31, 1982, covering 374 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Apr. 1/80</u>	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	50¢		30¢	20¢
	Skilled Trades Adjustment		50¢		
	Additional Adjustments		30¢ for Fixers and 25¢ for Shipper/ Receiver Helpers		
	Burler and Mender	\$4.43 (\$3.93)	\$4.43	\$4.73	\$4.93
	2nd Class Engineer	\$6.97 (\$6.47)	\$7.47	\$7.77	\$7.97
Shift Premium:	0-10¢-18¢ (0-7¢-15¢).				
Overtime Pay:	Double time (time and one-half) for production employees working on Sunday.				
Paid Holidays:	One additional holiday or Heritage Day if declared. Effective 1981, one additional day observed between Christmas and New Year's Day for a total of 12.				
Bereavement Leave:	1 day's paid leave (new) upon the death of grandparent or grandchild.				
Health and Welfare:	Weekly Indemnity - Effective July 1, 1980, benefits increase to 60% of weekly earnings, payable on a 1-1-8-15 basis. (Previously, \$70 per week, payable on a 1-1-7-26 basis.)				

FURNITURE AND FIXTURE

Goldcrest Furniture Limited at Toronto - Canadian Industrial Employees (Ind.): A
25-month renewal agreement effective from March 2, 1980 to March 27, 1982, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 2/80</u>	<u>Mar. 2/81</u>
	General Increases	50¢	42¢
	Grade 2 General Help	\$4.93-\$5.13 (\$4.43-\$4.63)	\$5.35-\$5.55
	Grade 17 Maintenance Mechanic "A"	\$7.73-\$8.03 (\$7.23-\$7.53)	\$8.15-\$8.45

Probationary period is 7 weeks. Maximum rates are reached after 12 months.

Cost of Living Allowance (new):	Effective September 1, 1981, 3¢ per 1% change in the Consumer Price Index - 1971=100. Triggers at 9%. Capped at 18¢.
Shift Premium:	0-25¢-35¢ (0-20¢-30¢).
Temporary Transfer:	Payable for half shifts. (Previously, payable with the first full shift.)
Paid Vacation:	4 weeks after 14(15) years' service. Effective March 2, 1981, 4 weeks after 13 years.
Health and Welfare:	Drug Plan (new) - Employer pays 100% of premium costs for Green Shield 35¢ Plan. Dental Plan (new) - Effective in November 1980, employer pays 100% of premium costs. Eligibility is 2 years. 50% co-insurance.
Safety Shoe Allowance:	\$12 (\$6) per pair per year.

PAPER AND ALLIED

Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Division) at Terrace Bay - Local 665, United Paperworkers (AFL-CIO/CLC) and Local 1861, Electrical Workers (IBEW) (AFL-CIO/CLC) (740 mill employees):
Two 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/80	May 1/81
Adjustments			
Head Tradesman		15¢	
Designated Trades			5¢
Top Operator			5¢
General Increases		\$1.00	12%
Labourer		\$8.89 (\$7.89)	\$9.96
Tradesman (5 or 7 Day Schedule)		\$11.43 (\$10.43)	\$12.86
Tradesman (Tour Schedule)		\$11.73 (\$10.73)	\$13.19
Hours of Work:	40 per week for day workers and an average of 42 per week for tour workers. (Both unchanged.)		
Overtime Pay:	Time and one-half paid on the first shift when a day worker is scheduled to work on a tour worker schedule (new).		
Rest Period:	1 (1/2) hour for each hour worked on call-ins lasting more than 4 hours between midnight and 8:00 a.m. (New for UPIU; no change for IBEW.)		

Shift Premium: Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Height Pay: 50¢ (25¢) per hour.

Paid Holidays: 13 days (unchanged).

Paid Vacation: Effective May 1, 1980, 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (unchanged). In addition, supplementary vacation periods for employees 60 to 64 years of age with 25 years of service remain in effect.

Effective January 1, 1981, 5 weeks after 20 years' service.
Effective January 1, 1982, 6 weeks after 25 years.

Special Vacation Pay: 4 hours' pay for each week of vacation taken between January 1 and March 31.

Bereavement Leave: 5 (3) days' paid leave in the event of death of a spouse, daughter, son, step-daughter or step-son. All others remain at days.

Health and Welfare: Life Insurance - Employees pay 33¢ (36¢) per \$1,000 of coverage per month. Employer contributes the balance - minimum 50% of the total premium cost. Double indemnity in event of an accidental death at work (unchanged).

Weekly Indemnity - Benefits are to be reduced by any primary disability payments made under the Canada Pension Plan, or any Company group disability income plan (new).

Long Term Disability - Effective May 1, 1980, benefits equal 55% of average monthly earnings to a maximum of \$1,200 (\$800). Effective May 1, 1981, \$1,400.

Dental Plan - Payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$10 (\$8) per pair. Maximum 2 pairs per year.

Tool Allowance: Effective May 1, 1980, \$100 (\$50) per year. Effective May 1, 1981, \$125.

PRIMARY METAL

The Steel Company of Canada Ltd., Lake Erie Development, at Nanticoke - Local 8782, Steelworkers (AFL-CIO/CLC) (600 employees): A 16-month, first agreement effective from April 3, 1980 to July 31, 1981, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

These employees were previously covered under the Stelco (Hilton Works) agreement with Local 1005 of the Steelworkers, reported in the Settlement Report July 1978.

Wages:	Effective	<u>Aug. 1/80</u>
	Janitor (Job Class 1)	\$7.38 (\$7.28)
	Tradesman (Job Class 16)	\$9.435 (\$9.185)
	Senior Rolling Mill Operator (Job Class 28)	\$11.079 (\$10.709)

Previous rates include COLA fold-ins.

Other Provisions: See Stelco (Hilton Works) agreement in the Settlement Report July 1978, pp. 465-467.

METAL FABRICATING

Pioneer Chain Saw Corporation Inc. at Peterborough - Local 8753, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1980 to April 14, 1982, covering 305 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 15/80</u>	<u>Apr. 15/81</u>
	General Increases	50¢	12%
	Skilled Trades Adjustments	30¢	20¢
	General Labourer I	\$5.44 (\$4.94)	\$6.09
	Skilled Trades I	\$8.49 (\$7.69)	\$9.71

Overtime Pay: Double time (time and one-half) for Sunday work and work in excess of 12 hours per day.

Shift Premium: 0-15¢-25¢ (0-12¢-12¢).

Paid Holidays: Effective in 1981, Boxing Day is added for a total of 9 days.

Paid Vacation: 3 weeks after 7 years' service (new).

Health and Welfare: Life Insurance and A.D. & D. (new) - Employer pays 100% of premium costs providing \$10,000 coverage.

Weekly Indemnity (new) - Employer pays 100% of premium costs for plan providing benefits of 60% of weekly earnings to a maximum of \$174 per week, payable on a 1-4-26 basis.

Drug Plan (new) - Effective April 15, 1981, employer pays 100% of premium costs for a plan with \$1 deductible.

OHIP - Effective May, 1981, employer pays 100% (50%) of premium costs.

MACHINERY

International Harvester Canada Ltd. at Hamilton - Local 2868, Steelworkers (AFL-CIO CLC) (1,500 plant employees): A 36-month renewal agreement effective from April 22, 1980 to April 21, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - months.

Wages:	Effective	Apr. 22/80	Apr. 22/81	Apr. 22/82
General Increases		3%	3%	3%
COLA Fold-in		\$1.72		
<u>Hourly Rate Schedule</u>				
Labourer		\$8.555 (\$6.635)	\$8.812	\$9.076
Die Sinker		\$10.91 (\$8.92)	\$11.237	\$11.574

Incentive Rate Schedule - The 3% general increases are applied to the Earning Objective Rate, the Base Rate, the Base Allowance Rate and to the Hourly Increase Adjustment.

Job Evaluation Factor: Implementation scheduled for April 25, 1981, financed through a COLA diversion of 1¢ from each of first 4 quarters, 4¢ from the fifth quarter, and 2¢ from each of the next 3 quarters (new).

Cost of Living Allowance: \$1.77 allowance was being paid under the previous agreement. Following the above fold-in of \$1.72, 5¢ will continue as a float. First 2 years, quarterly adjustments of 1¢ per 0.35 point change in the Consumer Price Index - 1961=100 (formula unchanged). Third year, 1¢ per 0.26 point change in the CPI - 1971=100.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective April 22, 1981, 0-27¢-35¢ (0-22¢-30¢).

Paid Holidays: Previous provision for 10 designated days plus 3 shutdown days during Christmas unchanged except there will be 1 additional non-recurring shutdown day during Christmas 1980.

Paid Vacation: 1 week after 6 months' service, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 15 years and 6 weeks after 25 years (unchanged).

Pre-retirement Leave Benefit Plan (new): Effective January 1, 1981, 1 week. Effective January 1, 1982, 2 weeks. Benefits payable are at the same rate as provided under the Weekly Disability Benefit Plan. Eligibility requires age 55 or more and 30 or more years of service.

The employer will be entitled to reduce the amount of contributions required under the S.U.B. Plan by the amount of benefits paid. No pre-retirement leave will be granted if the S.U.B. Trust Fund level falls below 39.99% and until the Trust Fund rises above 57.99%.

Health and
Welfare:

Term Life Insurance - \$12,500-\$25,000 (\$12,500-\$19,500) coverage. Increase for the average employee is approximately \$5,000.

A.D. & D. - \$6,250-\$12,500 (\$6,250-\$9,750) coverage. Loss of limbs resulting from a non-occupational disease now covered.

Weekly Indemnity - \$134-\$280 (\$134-\$205). Increase for the average employee is approximately \$50.

Monthly Long Term Disability Benefits - \$460-\$1,015 (\$460-\$755). Increase for the average employee is approximately \$180.

Vision Plan - Effective May 1, 1980, \$12 to \$18 per lens, depending on type, and \$17 for frames. Effective May 1, 1981, \$13.20 to \$19.80 per lens and \$18.70 for frames. Effective May 1, 1982, \$14.50 to \$21.75 per lens and \$20.60 for frames. Claims for the above allowances no longer require a prescription change; however, the 25 month frequency limitation still applies. (Previously \$50 every 2 years for lenses and \$14 for frames.)

Hearing Aid Plan (new) - Effective July 1, 1980, \$275 allowance for employees and eligible dependants.

Out-of-Province Hospital/Medical (new) - Effective July 1, 1980, covers eligible expenses in excess of O.H.I.P. and the Semi-Private Hospital Plan.

Dental Plan - Effective August 1, 1980, \$800 (\$750) maximum lifetime coverage for orthodontic expenses and \$1,000 (\$750) maximum coverage for all other expenses. Continues to follow current Ontario Dental Association fee schedules.

Transition Benefits for Surviving Spouse - Effective August 1, 1980, \$175-\$300 (\$150-\$250) per month.

Bridge Benefits - Effective August 1, 1980, \$300 (\$250) maximum per month. Spouse under 45 may now become eligible if spouse's age at the time of the employee's death plus employee's years of service equals 55 or more (new).

Continuation of Health Benefits to Certain Surviving Spouses (new) - Premiums maintained for 6 months in the case of death of an employee after July 1, 1980 as the result of a non-work-related accident or illness. Premiums maintained for life, or until remarriage, if death is the result of a work-related accident or illness. Spouse must meet eligibility criteria. Provision does not apply to Out-of-Province Hospital/Medical coverage.

Pension Plan
(Non-contributory):

Life Income Benefit (Basic Benefit) - Varies by class codes A through D. For retirements on or after July 1, 1980: Effective July 1, 1980, \$13.75-\$14.50 (\$12.75-\$13.50) per month per year service. Effective January 1, 1981, \$14.15-\$14.90. Effective July 1, 1981, \$14.55-\$15.30. Effective January 1, 1982, \$14.95-\$15.70. Effective July 1, 1982, \$15.35-\$16.10. Effective January 1, 1983, \$15.75-\$16.70.

Reduction Factor - Pension increases occurring after July 1, 1980 will no longer be reduced by early retirement factors based on age at retirement. Instead increases will be reduced by early retirement factors related to the age of the pensioner when the increase becomes effective. No reduction at age 62 or over.

Supplemental Allowance - An amount which when added to the monthly Life Income and, if applicable, the monthly temporary benefits, provides the following monthly benefits: For retirements on or after July 1, 1980 for employees with 30 or more years of service. Effective July 1, 1980, \$725 (\$625). Effective January 1, 1981, \$755. Effective July 1, 1981, \$785. Effective January 1, 1982, \$815. Effective July 1, 1982, \$845. Effective January 1, 1983, \$875.

Employees with less than 30 years of service but otherwise eligible to retire receive 1/30 of the above amounts, reduced by 1% for each month employee retired prior to age 60, multiplied by years of service.

The supplemental allowance ceases upon the pensioner returning to work, attaining Statutory Benefit Age, or dying, whichever comes first.

Temporary Monthly Benefits for Disability Retirements - Effective July 1, 1980 - June 30, 1981 retirements, \$11 (\$10). Effective July 1, 1981 - June 30, 1982 retirements, \$12. Effective July 1, 1982 and later retirements, \$13.

Monthly benefits are multiplied by number of years of service to a maximum of 25 years and payable until Statutory Benefit Age.

Survivor's Benefits - Effective July 1, 1980, 60% (55%) of the Life Income benefit the pensioner or deceased employee would have received if over the Statutory Benefit Age in the month of payment.

Automatic Retirement Age - Pension benefits are payable for employees retiring at age 68 with at least 5 (10) years of service.

Supplemental
Unemployment
Benefit Plan:

Weekly Benefits - \$100 (\$90) if the employee is not eligible to receive U.I.C. benefits for specified reasons; otherwise benefit equal 42% (40%) of the maximum benefit payable under U.I.C.

Employer Contributions - Increase by 1¢ in each year of the agreement.

Maximum Funding Level - Calculated at \$700 (\$600) per employee.

Apprentice First year allowance - \$175 (\$100).
 Tool Allowance:
 Safety Shoe \$15 (\$5) per year.
 Allowance:
 Meal \$1.50 (\$1) for overtime periods of 1 to 3 hours. \$3 (\$2) for
 Allowance: overtime periods in excess of 3 hours.

Eaton Yale Ltd., Forestry Equipment Division at Woodstock - Local 246, Molders
 (AFL-CIO/CLC): A 36-month renewal agreement effective from April 7, 1980 to April 1, 1983, covering 362 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 7/80	Apr. 6/81	Apr. 5/82
General		25¢	25¢	20¢
Increases				
COLA Fold-in		\$1.50		
Reclassification	23¢ average			
Adjustment				
Grade 1 (inc-	\$8.15-\$8.25	\$8.40-\$8.50	\$8.60-\$8.70	
ludes Labourer)	(\$6.30-\$6.40)			
Grade 11 (7)	\$9.50-\$9.60	\$9.75-\$9.85	\$9.95-\$10.05	
(includes	(\$7.04-\$7.15)			
Electrician)				

Probationary period is 320 (200) hours worked. Maximum rates are reached after 6 months.

Cost of Living \$1.50 of the \$1.67 COLA generated under the previous agreement is
 Allowance: folded into wages April 7, 1980 leaving a float of 17¢.

1¢ per 0.3 change in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 30¢ (25¢) per hour.

Paid Vacation: 4 weeks after 10 (15) years at 8% and 5 weeks (new) after 20 years at 10%.

Health and Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.
 Welfare:

Dental Plan - Orthodontal Blue Cross Rider #3 added. Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Pension Plan: Effective April 1980, \$9 (\$8) per month per year of service.
 Effective April 1981, \$10. Effective April 1982, \$11.

TRANSPORTATION EQUIPMENT

Budd Canada Inc. at Kitchener - Local 1451, Auto Workers (CLC) (1,000 plant employees): A 36-month renewal agreement effective from April 1 1980 to April 22, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages	Effective	Apr. 1/80	Apr. 1/81	Apr. 1/82
General Increases		3%	3%	3%
COLA Fold-in		\$1.79		
Labourer		\$8.88 (\$6.88)	\$9.15	\$9.42
Die Setter		\$9.95 (\$7.92)	\$10.25	\$10.56
Tool & Die Maker		\$11.22 (\$9.16)	\$11.56	\$11.91

Above rates are for the non-incentive schedule. Incentive rates received increases and COLA fold-in in amounts sufficient to produce an overall increase commensurate with the hourly schedule. Some Press shop incentive workers received a special 4¢ inequity adjustment April 1, 1980.

Cost of Living Allowance: Starting May 1, 1980, 4 quarterly adjustments of 1¢ per 0.3 point increase in the Combined U.S./Canada Consumer Price Index - 1967-100. 8 subsequent quarterly adjustments of 1¢ per 0.26 point increase. Each of the first 8 adjustments subject to a 1¢ diversion and each of the last 4 adjustments subject to a 2¢ diversion to offset pension increases. (Previously 1¢ per 0.3 point change throughout on the same basis but no diversion.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective April 1, 1980, 0-40¢-60¢ (0-35¢-50¢). Effective April 1, 1981, 0-45¢-65¢. Effective April 1, 1982, 0-50¢-70¢.

Paid Holidays: General - 6 designated days. (Previously 6 except 7 in 1978 with the inclusion of the July 3rd non-recurring holiday that year.)

Christmas Shutdown - Effective in 1980, 8 days. Effective in 1981, 7 days. Effective in 1982, 6 days. (Previously 5 to 7 days).

Paid Personal Holidays - 7 during the first personal holiday year and 8 in each of the second and third years plus one day's pay per year for second Sunday in December (unchanged). (Previously, 9 days over the life of the 3 year agreement plus 3 days pay in lieu of time off.)

Paid Vacation: 2 weeks at 4% of total earnings after 1 year's service, 2 weeks at 5% after 4 years, 3 weeks at 6% after 5 years and 4 weeks at 8% after 15 years (all unchanged).

Health and
Welfare:

Life Insurance - Effective August 1, 1980, \$15,500 (\$14,000) coverage. Effective August 1, 1981, \$17,000. Effective August 1, 1982, \$19,000.

Life Insurance for Retirees - For employees retiring on or after August 1, 1980 with 10 or more years' service coverage of \$3,000 (\$2,500). No increase in coverage for retirees prior to that date.

Life Insurance for Dependants (new) - Effective February 1, 1981, \$5,000 for spouse and \$2,000 for each child.

A.D. & D. - Effective August 1, 1980, \$7,750 (\$7,000) coverage. Effective August 1, 1981, \$8,500. Effective August 1, 1982, \$9,500. Effective April 21, 1980, double indemnity for work related death (new).

Weekly Indemnity - Effective May 1, 1980, \$185 (\$170). Effective May 1, 1981, \$200. Effective May 1, 1982, \$220.

Long Term Disability - Less than 10 years' service: Effective August 1, 1980, \$630 (\$540) per month. Effective August 1, 1981, \$675. Effective August 1, 1982, \$720. With 10 or more years' service: Effective August 1, 1980, \$705 (\$605) per month. Effective August 1, 1981, \$755. Effective August 1, 1982, \$810. Benefits are payable to age 71 (65).

Vision Care - Effective August 1, 1980, basic allowance of \$95 (\$60) every 2 years. The allowance may be used for the purchase of optional ancillary eyewear such as oversized and photosensitive lenses. Up to \$100 for lens and frame changes each year provided there is a change in prescription (new). Certain treatments, contact lenses required for specified cases, and tints will be fully covered (new).

Coverage under the plan will be extended to retirees August 1, 1980.

Hearing Aid Plan - Effective April 21, 1980, \$500 (\$300) once every 36 months. Immediate extension of coverage to retired employees, surviving spouses and eligible dependants.

Prosthetic Appliances and Durable Medical Equipment - Effective April 21, 1980, additional items covered.

Ambulance - Effective April 21, 1980, \$20 (\$12) per occasion.

Dental Plan - Effective May 1, 1980, diagnostic and oral surgery coverage related to orthodontics 90% (50%) co-insurance and excluded from lifetime orthodontic maximum. Lifetime orthodontic maximum \$800 (\$650). 12-month maximum for general dental expenses \$1,000 (\$750). Other improvements to coverage made. Plan continues to follow current Ontario Dental Association fee schedules.

Transition Survivor Income - Effective April 1, 1981, \$200-\$325 (\$175-\$275) per month, depending on class.

Bridge Survivor Income - Effective April 1, 1981, \$200-\$300 (\$175-\$250) per month, depending on class. Full employer-paid health care benefits for eligible survivors provided (new).

Pension Plan:

Future Retirees

Basic Monthly Benefit Per year of Service/Normal Retirement - Varies by wage level and commencement period of retirement.

	<u>Apr. 1/80-Mar. 31/81 Retirement</u>	<u>Apr. 1/81-Mar. 31/82 Retirement</u>	<u>Apr. 1/82-Mar. 31/83 Retirement</u>
Apr. 1/80	\$11.35-\$11.85		
Apr. 1/81	\$12.10-\$12.60	\$12.20-\$12.70	
Apr. 1/82	\$12.85-\$13.35	\$12.95-\$13.45	\$13.05-\$13.55
Oct. 1/82	\$13.60-\$14.10	\$13.70-\$14.20	\$13.80-\$14.30
Apr. 1/83	\$18.00-\$18.50	\$18.10-\$18.60	\$18.20-\$18.70

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years

<u>Retirement Between</u>	<u>Prior to Statutory Benefit Age</u>	<u>On or After Statutory Benefit Age</u>
Apr. 1/80-Mar. 31/81	\$11	\$9.60
Apr. 1/81-Mar. 31/82	\$12.25	\$10.85
Apr. 1/82-Mar. 31/83	\$13.50	\$12.10

The above supplementary benefits will be further increased April 1, 1983.

Past Retirees

Basic Monthly Benefit Per Year of Service/Normal Retirement - Varies by wage level and commencement period of retirement.

	<u>Retirements Prior to Apr. 18/77*</u>	<u>Retirement Between Apr. 18/77 and Apr. 1/80**</u>
Apr. 1/80	\$10.55-\$11.05	\$11.35-\$11.85
Apr. 1/81	\$11.00-\$11.50	\$11.80-\$12.30
Apr. 1/82	\$11.45-\$11.95	\$12.25-\$12.75
Oct. 1/82	\$11.90-\$12.40	\$12.70-\$13.20
Apr. 1/83	\$13.90-\$14.40	\$14.70-\$15.20

*(Previously ranged from \$7.25 to \$7.75 depending on wage level.)

***(Previously ranged from \$10.50 to \$11.25 depending on wage level and year of retirement.)

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Prior to age 65, ranges from \$7.50 to \$11.00 depending on year of retirement; after age 65, \$7.50 to \$9.60 (unchanged).

Early Retirement - "30 and out" effective April 1, 1986. Current provision requires age plus service to equal 85.

**Supplementary
Unemployment
Benefit Plan:**

Regular Benefits - Effective January 5, 1981, \$100 (\$90) per week maximum. For employees not receiving U.I.C. benefits for specified reasons \$115 (\$90).

Short Work Week Benefits - Effective January 5, 1981, maximum of 80% (75%) of total weekly earnings.

Employer Regular Contributions - Effective April 1, 1980, 18¢ (14¢). Effective April 1, 1981, 19¢. Effective April 1, 1982, 20¢.

Allocated Additional Contributions - Applies to a new guaranteed benefit account providing benefits to employees with 10 or more years of service should the regular account become exhausted. Effective April 1, 1980, 2¢. Effective April 1, 1981, 3¢. Effective April 1, 1982, 4¢.

Gabriel of Canada Ltd. at Toronto - Local 1295, Machinists (AFL-CIO/CLC) (570 plant employees): A 36-month renewal agreement effective from February 6, 1980 to February 5, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 6/80	Feb. 6/81	Feb. 6/82
COLA Fold-in		12¢		
General Increases		60¢	50¢	50¢
Skilled Trades Adjustments		23¢-30¢		
Production Helper		\$5.54-\$5.79 (\$4.82-\$5.07)	\$6.04-\$6.29	\$6.54-\$6.79
Set-up Man		\$7.56-\$7.80 (\$6.84-\$7.08)	\$8.06-\$8.30	\$8.56-\$8.80
Toolmaker		\$8.69-\$9.22 (\$7.74-\$8.27)	\$9.19-\$9.72	\$9.69-\$10.22
Cost of Living Allowance:	Operative in second and third year. 1¢ for each 0.4 point change in the Consumer Price Index - 1971=100, using February 1979 as the base period. Total of 8 quarterly calculations beginning May 1981. Capped at 12¢ each year. (Previous formula similar except it provided for only 3 quarterly calculations.)			
Hours of Work:	40 per week (unchanged).			
Shift Premium:	Effective February 6, 1980, 0-18¢-20¢ (0-15¢-18¢). Effective February 6, 1982, 0-20¢-22¢.			
Paid Holidays:	12 (unchanged).			
Paid Vacation:	Effective in 1980, 5 weeks (new) after 25 years' service. Also, 2 weeks after 1 year, 3 weeks after 6 years and 4 weeks after 16 years (all unchanged). Effective in 1981, 4 weeks after 15 years.			

Health and Welfare:	<u>Life Insurance</u> - Effective April 7, 1980, \$12,000 (\$11,000) coverage. February 6, 1982, \$13,000 coverage. <u>Weekly Indemnity</u> - Effective February 6, 1982, 2/3 of earnings to U.I.C. maximum. Payable on a 1-1-8.26 (1-4-8-26) basis. <u>Major Medical</u> - Effective February 6, 1980 no deductible (previously \$5/\$10). <u>Dental Plan</u> - Comprehensive coverage now provided (previously basic, preventative coverage only). Continues to follow current Ontario Dental Association fee schedules.		
Pension Plan:	<u>Employer Contributions</u> - Effective February 6, 1980, \$1.20 (80¢) per day worked to a maximum of \$6 (\$4) per week. Effective February 6, 1982, \$1.60 and \$8, respectively.		
<u>International Parts (Canada) Limited and International Parts Manufacturing Limited a</u> Toronto - Local 6727, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982 covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.			
Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General Increases	65¢	60¢
	Additional Adjustments	20¢ for welders and truck drivers; 5¢ for bender operator and production set-up	
	General Help	\$6.67 (\$6.02)	\$7.27
	Machinist-A	\$7.67 (\$7.02)	\$8.27
Probationary period is 45 scheduled days worked (previously 60 working days).			
Paid Holidays:	Employee's birthday is added for a total of 12 days.		
Paid Vacation:	3 weeks after 5 (6) years' service.		
Bereavement Leave:	Mother-in-law and father-in-law are added for up to 3 (1) days' paid leave. Grandparents and grandchildren are added for 1 day' paid leave (new).		
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$6,000) coverage. <u>Dental Plan (new)</u> - Effective April 1, 1981, employer pays 50% of premium costs for a plan equivalent to Blue Cross Dental Plan #7. Deductible is \$25 single and \$50 family. Payments are based on the 1979 Ontario Dental Association fee schedule.		

Pension Plan: Basic Benefit - \$3 (\$2) per month per year of past service.
Effective April 1, 1981, \$4. \$5 (\$4) per month per year of
future service. Effective April 1, 1981, \$6.

Safety Shoe Allowance: \$45 (\$40) per year.

ELECTRICAL PRODUCTS

Inglis Ltd. at Toronto - Local 2900, Steelworkers (AFL-CIO/CLC) (740 plant employees): A 36-month renewal agreement effective from April 2, 1980 to March 31, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Mar. 30/80	Sept. 29/80	Mar. 29/81	Mar. 28/82
COLA Fold-in		\$1.36	-	Accumulation to date	Accumulation to date
General Increases		30¢	10¢	20¢	20¢
Job Class Increment				14.5¢ (14¢)	15¢
Job Class 1 (includes Labourer)		\$6.53 (\$4.87)	\$6.63	\$6.83	\$7.03
Job Class 5 (includes Assembler)		\$7.09 (\$5.43)	\$7.19	\$7.41	\$7.63
Job Class 21 (includes Toolmaker)		\$9.33 (\$7.67)	\$9.43	\$9.73	\$10.03

Above rates are taken from the 26 level Job Class Schedule of the Standard Hourly Wage Scale. Rates under the Measured Day Work Scale are somewhat higher.

Cost of Living Allowance: 64¢ of the \$1.36 fold-in on March 30, 1980 originated from the 1974-77 agreement. 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, calculated quarterly throughout using December 1979 as the base period. (Previous formula similar except provided for trigger points.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective March 30, 1980, 0-24¢-24¢ (0-23¢-23¢). Effective March 29, 1981, 0-25¢-25¢. Effective March 28, 1982, 0-26¢-26¢.

Paid Holidays: 12 (unchanged).

Paid Vacation: Effective in 1980, 4 weeks after 12 (15) years' service. Also, 1 week and 4% of earnings for 3 months but less than 1 year, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 25 years (all unchanged).

Effective in 1981, 5 weeks after 22 years and 6 weeks (new) after 30 years.

Health and
Welfare:

Life Insurance and A.D. & D. - Effective March 30, 1980, \$9,500 (\$8,500) coverage. Effective March 29, 1981, \$10,000. Effective March 28, 1982, \$10,500.

Weekly Indemnity - 66 2/3% of weekly insurable earnings to U.I.C. maximum, payable on a 1-4-52 basis. Any premium reductions may be used to offset cost of other benefits. (Previously, \$145 per week, payable on the same basis.)

Supplemental Health Care (new) - \$10 single/\$20 family deductible. Thereafter the Plan pays 80% of eligible expenses to maximum of \$5,000 per person.

Dental Plan - Payments are based on the Ontario Dental Association fee schedule in effect January 1, 1980 (1977).

Pension Plan:

Monthly Benefit Per Year of Service - maximum 30 years: Effective March 30, 1980, \$8.50, (\$7.50). Effective March 29, 1981, \$10. Effective March 28, 1982, \$11.50.

Benefits shown above apply for employees retiring at their Automatic Retirement Date with at least 10 years of unbroken service.

Post Retirement Survivor Option (new) - A retired employee may elect a reduced pension in return for a survivor benefit.

Safety Shoe
Allowance:

Effective March 30, 1980, \$20 (\$10) per year. Effective March 28, 1982, \$25.

Prescription
Safety Glasses
Allowance:

\$20 (\$15) every 24 months.

Mileage
Allowance:

21¢ (17¢) per mile on company business or on call-ins between residence and plant.

Canadian General Electric Company Limited at Guelph, Peterborough, Scarborough and Toronto - Local 164, Technical Engineers (AFL-CIO/CLC) (draftsmen): Four 36-month renewal agreements effective from January 1, 1980 to December 31, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	Apr. 14/80	July 1/80
General Increases	\$25.20-\$47.20	\$3.20
COLA Fold-in	\$14.80	
<u>Weekly Rates</u>		
Junior Draftsman	\$300.15 (\$260.15)	\$303.35

	<u>Apr. 14/80</u>	<u>July 1/80</u>
Senior Designer	\$449.634 (\$387.630)	\$452.83
Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
General Increases	\$14.00	\$11.20
Junior Draftsman	\$317.35	\$328.55
Senior Designer	\$466.83	\$478.03

Note: Effective April 14, 1980, retroactivity based on 10% of gross earnings to December 31, 1979.

Cost of Living Allowance:

Effective in 1980, 1¢ per hour for each 0.34 rise in the Consumer Price Index - 1971=100, between June and September. Folded into rates December 29, 1980.

Effective in 1981, same formula. 3 quarterly adjustments starting December 1980 to March 1981. Folded into rates December 28, 1981.

Effective in 1982, 1¢ per hour for each 0.32 rise in the CPI; 4 quarterly adjustments starting September 1981 to December 1981. (Previously, 40¢ per week for each 0.34 rise in the CPI - 1971=100.)

Shift Premium (new):

Effective April 14, 1980, 6% bonus on third shift.

Call-Back Pay:

Minimum 4 hours straight time pay. (Previously, 2 hours at time and one half.)

Paid Holidays:

1 floating holiday is added in 1982 for a total of 12 days, or Heritage Day if declared.

Paid Vacation:

4 weeks after 13 (14) years' service. Effective 1981, 4 weeks after 12 years and 5 weeks after 23 (25) years.

Health and Welfare:

Extended Health Care - \$10/\$20 deductables are removed. Effective in 1981, hearing aids are added.

Short-Term Disability Plan - Converted to a Defined Salary Continuance Plan.

Dental Plan - Coverage based on current year's Ontario Dental Association fee schedule. Effective in 1981, dentures are added at 50% co-insurance.

Pension Plan:

Basic Benefits - Single non-contributory pension formula to convert all existing basic and additional formula currently funded by the Company.

Past contributions converted to Money Purchase Plan in conjunction with future voluntary contributions.

Early Retirement - Effective in 1980 bridging increased to \$7 (\$6) per month per year of service. Effective in 1981, \$8. Effective in 1982, \$9.

Vesting - Reduced to 10 years of service.

Safety Shoe Allowance: \$35 (\$27.50) per year.

Ferranti - Packard Limited (St. Catharines Division) at St. Catharines - Local 5788, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 24, 1980 to February 23, 1981, covering 245 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 24/80</u>
	General Increase	75¢ average
	Job class increment	1¢
	COLA Fold-in	38¢
	<u>Day Rates</u>	
	Labourer	\$6.91 (\$5.75)*
	Electrician "A"	\$8.71 (\$7.40)

*Rate reflects reclassification from job class 3 to 4.

Cost of Living Provision: Inoperative.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.
Weekly Indemnity - \$185 (\$175) per week.

OHIP - Employer contributes \$20 (\$19) per month per employee for single coverage and \$40 (\$38) per month per employee for family coverage.

Long Term Disability Plan - \$160 (\$150) per week.

Dental Plan - Payments are based on the 1980 (1977) Ontario Dental Association fee schedule.

Pension Plan: \$10 per month additional improvements for pensioners.

Supplementary Benefit - \$9 (\$8) per month per year for past and future service.

TRANSPORTATION

Hamilton Street Railway Company and Canada Coach Lines at Hamilton - Locals 107 and 1585, Transit Union (AFL-CIO/CLC) (815 hourly rated and salaried employees): Three 24-month renewal agreements effective from April 1, 1980 to March 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/80	Apr. 1/81
"Annual Improvement Factor" (General Increases)		2.4%	2.2%
<u>Hourly Rates</u>			
Job Group 1 (includes Janitor)		\$6.87-\$7.84 (\$6.71-\$7.66)	\$7.02-\$8.01
Job Group 5 (includes Operator)		\$7.87-\$9.03 (\$7.69-\$8.82)	\$8.04-\$9.23
Job Group 9 (includes Auto Mechanic)		\$8.47-\$9.75 (\$8.27-\$9.52)	\$8.66-\$9.96

Previous rates reflect COLA fold-ins totalling \$1.01.

Cost of Living Allowance:	Hourly rated employees - 1¢ per 0.25 point increase in the Consumer Price Index - 1971=100, calculated and folded in quarterly throughout. (Basic formula is unchanged.)
	Salaried employees - 1% for 1%, same basis as above. (Basic formula is unchanged.)

Other Changes: Not available at this time.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,400 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
Average Increases		7.5%	8.8%
<u>Annual Rates</u>			
Teacher - Level 1 0-6 years		\$11,040-\$16,320 (\$10,470-\$15,840)	\$11,980-\$17,710
Teacher - Level 4 0-10 years		\$14,390-\$24,100 (\$13,150-\$22,120)	\$15,620-\$26,150

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Teacher - Level 7 0-12 years	\$18,100-\$29,680 (\$16,530-\$27,280)	\$19,640-\$32,200
Principal - 3 levels. Overall range September 1, 1979, \$29,470 (\$27,160) for level 5 with 0 years of experience to \$36,090 (\$33,260) for Level 7 with 4 years of experience. Effective September 1, 1980, \$32,270 to \$39,520, respectively.		
Special Principal Allowances - Intermediate schools - \$2,500. Non-intermediate schools with 800 to 949 students - \$2,000; with 950 or more students - \$2,500 (previously, intermediate schools or non-intermediate schools with 850 or more students - \$2,000).		
Responsibility Allowances:	Vice-Principal - Effective September 1, 1979, \$3,440 (\$3,200). Effective September 1, 1980, \$3,730.	
	Coordinator - \$3,150 (previously Resource Teacher I - \$2,700 or Resource Teacher II - \$2,400).	
	Consultant - \$2,330 (previously Resource Teacher III - \$2,000).	
	Resource Teacher - \$1,280 (previously Resource Teacher IV - \$1,100).	
Health and Welfare:	OHIP - Effective May 1, 1980, employer pays 75% (70%) of September 1, 1978 premium rates. Effective September 1, 1980, 90%.	
	Life Insurance - Effective May 1, 1980, employer pays 100% of premiums for \$10,000 of coverage (new). Employer pays 65% (70%) of premiums for additional, optional coverage equal to twice annual salary. Effective September 1, 1980, 75%.	
	Major Medical - Effective September 1, 1980, employer pays 90% (75%) of premiums. Allowance for eyeglasses increased to \$80 (\$40). Out-of-province coverage added.	
	Dental Plan - Effective September 1, 1979, employer pays 75% (70%) of premiums. Coverage is based on the 1979 (1977) Ontario Dental Association fee schedule. Effective September 1, 1980, employer pays 90% with coverage based on the 1980 fee schedule.	
Mileage Allowance:	Teachers travelling from school to school - \$33 per month up to 150 miles (unchanged). 24¢ (22¢) per mile for the first 5,000 miles; 15¢ per mile thereafter (unchanged).	
	Principals - 20¢ per mile (unchanged) plus up to \$400 (\$300) per year for travel expenses.	
Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (cleaners and cooking staff): A 24-month renewal agreement effective from October 1, 1979 to September 30, 1981, covering 321 employees, settled with mediation assistance. Duration of negotiations - 10 months.		

Wages:	Effective	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>
General Increases		40¢	45¢
Additional Adjustment		10¢ for cooking staff in Vocational and Elementary schools.	
Cleaner		\$5.20 (\$4.80)	\$5.65

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.)
(1,365 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Average Increases		6.8%	7.8%
<u>Annual Rates</u>			
Teacher - Level 1 0-6 years		\$10,132-\$15,223 (\$9,425-\$14,161)	\$10,922-\$16,410
Teacher - Level 4 0-11 years		\$14,466-\$24,197 (\$13,743-\$22,514)	\$15,594-\$26,084
Teacher - Level 7 0-11 years		\$17,359-\$30,906 (\$16,261-\$28,750)	\$18,713-\$33,317
<u>Vice-Principal</u> 0-2 years		\$31,000-\$32,000 (\$28,200-\$29,600)	\$33,500-\$34,500
<u>Principal</u>			
Category A (16 or fewer teachers) 0-5 years		\$32,650-\$35,800 (\$30,250-\$33,400)	\$35,250-\$38,400
Category B (17 or more teachers) 0-2 years		\$35,800-\$37,050 (\$33,250-\$34,650)	\$38,400-\$39,650
<u>Supervisors of Curriculum & Instruction</u> 0-2 years		\$36,730-\$39,600 (\$34,080-\$36,950)	\$39,320-\$42,100

Health and Welfare: Life Insurance - Effective May 1, 1980, 2 times annual salary to a maximum of \$50,000 (\$40,000) coverage.

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,100 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Average		8%	7%	1%
Increases				

Annual Rates

Teacher - Level 1 0-6 years	\$12,000-\$14,885 (\$9,380-\$13,782)	\$12,900-\$16,001	\$13,029-\$16,16
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Teacher - Level 4 0-11 years	\$14,084-\$24,007 (\$13,041-\$22,229)	\$15,140-\$25,808	\$15,291-\$26,06
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Teacher - Level 7 0-11 years	\$16,771-\$30,151 (\$15,529-\$27,918)	\$18,029-\$32,412	\$18,209-\$32,73
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<u>Principal</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Level 1	\$31,096-\$33,596 (\$27,247-\$31,252)	\$33,716-\$36,216
Level 2	\$31,984-\$34,484 (\$28,028-\$32,078)	\$34,670-\$37,170
Level 3	\$32,866-\$35,366 (\$28,829-\$32,899)	\$35,619-\$38,119

Co-ordinator - Same as Principal's schedule above.

Responsibility Allowances:	No change in the first year. All are increased by \$50 in the second year. Rates shown are effective September 1, 1980.
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Vice-Principal - \$3,200

Major Department Head, Chairman, Teacher Consultant - \$2,400

Minor or Acting Department Head - \$1,850

Assistant Department Head, Research Teacher, Special Ed. - \$850.

Health and Welfare:	OHIP - Effective September 1, 1979, employer pays 90% (87%) of premium costs.
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Semi-Private - Effective September 1, 1979, employer pays 95% (90%) of premium costs.

Dental Plan - Effective September 1, 1980, employer pays 77% (70%) of premium costs.

Mileage Allowance:	Effective September 1, 1979, 23 1/2¢ (22¢) per mile. Effective September 1, 1980, 24 1/2¢. No change in \$20 flat monthly allowance for an employee travelling on a regular basis.
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Hastings - Prince Edward County Roman Catholic Separate School Board - Ontario
English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 220 employees, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80	Sept. 1/80
	General	7.5%	1.5%	8.75%
	Increases		non-compounded	(except bottom rates)
	Teacher- Level 1 0-6 years	\$10,372-\$14,680 (\$9,648-\$13,656)	\$10,500-\$14,900	\$10,500-\$16,200
	Teacher- Level 4 0-11 years	\$13,404-\$22,660 (\$12,469-\$21,079)	\$13,600-\$23,000	\$13,600-\$25,000
	Teacher- Level 7 0-14 years	\$16,755-\$28,403 (\$15,586-\$26,421)	\$17,000-\$28,800	\$17,000-\$31,200

Responsibility Allowance: Principals
 \$400 per room. (Previously, \$350 per teacher for the first 12 teachers and \$275 for each additional teacher.) Minimum allowance is \$2,000 (\$1,000). Maximum is \$6,000 (\$5,500).

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 75% of premium costs.

Dental Plan (new) - Employer pays 50% of premium costs or \$20,000, whichever is lesser. To be implemented by September 1, 1980 upon sufficient enrolment.

Education Allowance (new): Employer pays 75% of tuition fees up to a maximum of \$4,500 for the purpose of upgrading.

Renfrew County Roman Catholic Separate School Board - Ontario English Catholic
Teachers' Association and Association des Enseignants Franco -
Ontariens: A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 305 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80	Jan. 1/81
	Average	7.6%	7%	2%
	Increases			non-compounded
	Teacher D 0 - 6 years	\$10,618-\$14,377 (\$9,537-\$12,914)	\$11,361-\$15,383	\$11,574-\$15,671
	Teacher A 1 0 - 11 (12) years	\$12,683-\$24,098 (\$11,560-\$21,668)	\$13,571-\$25,785	\$13,824-\$26,267

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Teacher A 4	\$16,488-\$29,804	\$17,642-\$31,890	\$17,972-\$32,480
0 - 12 (14) years	(\$14,936-\$26,754)		

Cost of Living Provision: Discontinued.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC (700 caretakers and maintenance employees): A 24-month renewal agreements effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	General Increases	7% plus 4¢	3%	7%	4¢ plus 3%
	Matron (6 months or more)	\$6.51 (\$6.05)	\$6.71	\$7.18	\$7.44
	Parking Attendant	\$7.38 (\$6.86)	\$7.60	\$8.13	\$8.42
	Head Cleaner	\$7.84 (\$7.29)	\$8.08	\$8.65	\$8.95

Hours of Work: 40 per week (unchanged).

Shift Premium: 4% of normal rate for afternoon shift and 5% for midnight shift (0-28¢-31¢).

Cleaning Premium (new): \$5 for each boiler cleaned.

Paid Holidays: 1 floating holiday is added for a total of 12 days.

Paid Vacation: 26 days after 25 years' service, 27 days after 26 years, 28 days after 27 years, 29 days after 28 years (all new) and 6 weeks after 29 (30) years. Also 3 weeks after 1 year, 4 weeks after 1 years and 5 weeks after 18 years (unchanged).

Service Credit for Vacations: Effective July 1, 1980, employees may be credited with past service with a public financed educational institution, another board of education or a municipal government within Ontario. (Previously, credit was only given for service with another Metropolitan board of education.)

Health and Welfare: Life Insurance - Maximum coverage increased by \$20,000. Employee continues to pay 100% for first \$25,000 of coverage and 75% for coverage in excess of \$25,000.

Extended Health Care - \$400 (\$300) for hearing aids. \$60 (\$40) for eyeglasses. Out-of-province coverage added.

Insurance Coverage for Disabled Employees (new) - The employer pays the cost to maintain applicable insured medical plans for employees in receipt of Long Term Disability benefits.

Transportation Allowance: In 1980, 90¢ (70¢) or 75¢ (60¢), depending on classification, for each move between sites within the city and 10¢ (9¢) per kilometre outside the city. In 1981, \$1 or 80¢, depending on classification. No change for moves outside the city. An additional allowance of 35¢ (30¢) per move applies when transporting tools, equipment, or material of the employer.

Notice of Lay-off: 2 weeks minimum for permanent employees (new).

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (non-teaching employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 366 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>
	General Increases	7%	3%
	Clerk-Grade 1	\$8,906-\$9,910 (\$8,323-\$9,262)	\$9,173-\$10,207
	Systems Analyst Senior	\$24,946-\$33,709 (\$23,314-\$31,504)	\$25,694-\$34,720
	Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	General Increases	7%	3%
	Clerk-Grade 1	\$9,815-\$10,921	\$10,109-\$11,249
	Systems Analyst Senior	\$27,493-\$37,150	\$28,318-\$38,265

Probationary period is 6 months. Maximum rates for Clerk-Grade 1 are reached after 3 years and for Systems Analyst Senior after 7 years.

Paid Holidays: 1 additional holiday declared by the Board for a total of 12 days.

Paid Vacation: 26 days (new) after 25 years' service, 27 days (new) after 26 years, 28 days (new) after 27 years, 29 days (new) after 28 years and 6 weeks after 29 (30) years.

Health and Welfare: Employer pays 100% of premium costs of insured medical plans for employees who are in receipt of Long Term Disability benefits (new).

Travel Allowance: Effective January 1, 1980, 21¢ (20¢) per kilometer. Effective January 1, 1981, 22¢ per kilometer.

Toronto City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (2,725 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80	Aug. 31/81
COLA Fold-in		3.6323%		
Increases				
Teachers' Grid		7.1%	6.5%	\$100
Principals, VP's, Co-ordinators & Ass't Co-ordinators		\$2,007	\$1,967	\$100
<u>Annual Rates</u>				
Teacher - Category 1 0-7 years	\$10,042-\$17,065 (\$9,048-\$15,375)	\$10,695-\$18,174	\$10,795-\$18,274	
Teacher - Category 4 0-10 years	\$14,114-\$24,292 (\$12,716-\$21,887)	\$15,031-\$25,871	\$15,131-\$25,971	
Teacher - Category 7 0-10 years	\$16,957-\$30,264 (\$15,278-\$27,267)	\$18,059-\$32,231	\$18,159-\$32,331	
Vice-Principal 0-3 years	\$29,899-\$32,885 (\$26,914-\$29,796)	\$31,866-\$34,852	\$31,966-\$34,952	
Co-ordinator (10 mos. term) 0-3 years	\$33,224-\$36,207 (\$30,123-\$33,001)	\$35,191-\$38,174	\$35,291-\$38,274	
Principal 0-4 years	\$34,507-\$38,489 (\$31,361-\$35,203)	\$36,474-\$40,456	\$36,574-\$40,556	

Note: In return for a Board promise to retain a specified number of teachers who would otherwise be declared surplus, the parties negotiated somewhat lower salary increases than were negotiated by other boards in the Metro area.

Cost of Living Allowance:

Using the Metropolitan Toronto Consumer Price Index - 1971=100 for September 1980 as the base, for each subsequent month in which the Index exceeds 108% of the base, the excess will be multiplied by the employee's annual salary and divided by 12. The allowance will accumulate and be paid in a lump sum at the end of the agreement. (Previous formula was calculated monthly during the last year. Increases in the CPI were applied against the employee's annual salary divided by 10. Generated a 3.6323% increase overall.)

Health and
Welfare:

Life Insurance - Employer pays for first \$25,000 of coverage (unchanged). Employee pays for up to \$95,000 (\$75,000) of added optional coverage.

Extended Health Benefits - Effective September 1, 1979, \$60 (\$40) every 2 years for eyeglasses. Effective September 1, 1980, \$75. Effective September 1, 1979, \$400 (\$300) for hearing aids.

Dental Plan - Payments to be based on the 1979 (1977) Ontario Dental Association fee schedule.

Coverage for Retirees (new) - If approved by the insurance carriers and provided there is no increased cost of premiums to the employer, an employee who retires early may maintain coverage of his or her insurance benefits until age 65.

Premium Payment for Part-time Employees - Equals the premiums paid for full-time employees times the ratio of the employee's part-time salary over the corresponding full-time salary.

Surplus Clause
and Related
Matters:

Procedural and substantive aspects of the clause have been revamped. Employees electing to switch to part-time status will continue to accumulate full-time seniority (new). Employees on leave of absence without pay between September 1, 1979 and August 31, 1981 will have the duration of the leave counted as teaching experience for the purpose of seniority ranking (new). Revised severance pay plan provides up to 32.5% of the teachers' total salary for the teacher's last year. There are also provisions for placement in a supply pool, career counselling, retraining, election of part-time teaching status, and a "Four Over Five Year" leave plan.

Toronto Metropolitan Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (4,850 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:

Effective	Sept. 1/79	Sept. 1/80
Increases	8.2%	7%

Annual Rates

Teacher - Category 1 0-7 years	\$10,063-\$17,096 (\$9,300-\$15,800)	\$10,767-\$18,293
Teacher - Category 4 0-10 years	\$14,174-\$24,345 (\$13,100-\$22,500)	\$15,166-\$26,049
Teacher - Category 7 0-10 years	\$16,987-\$30,404 (\$15,700-\$28,100)	\$18,176-\$32,532

Principal

Less than 450 pupils 0-5 years	\$30,954-\$35,954 (\$28,150-\$33,150)	\$33,082-\$38,082
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	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
450-899 pupils 0-5 years	\$32,604-\$37,604 (\$30,050-\$35,050)	\$34,732-\$39,732
900 or more pupils and designated schools 0-5 years	\$34,254-\$39,254 (\$31,950-\$36,950)	\$36,382-\$41,382

Vice-Principal

Levels 4 and 5 0-4 years	\$28,404-\$29,604 (\$26,000-\$27,200)	\$30,532-\$31,732
Level 7 0-4 years	\$33,004-\$34,204 (\$30,600-\$31,800)	\$35,132-\$36,332

\$900 less for each year of experience less than 10 years total teaching and vice-principal experience; without a degree \$2,300 less than scale for levels 4 and 5.

<u>Responsibility Allowances:</u>	<u>Department Heads</u>	<u>Qualified</u>	<u>Acting</u>
	Major	\$2,650 (\$2,500)	\$1,325 (\$1,250)
	Minor	\$1,325 (\$1,250)	\$663 (\$625)
	Supervisor - \$1,060 (\$1,000)		
	Resource Teacher - \$1,060 (\$1,000)		

Extra Degree: \$742 (\$700).

Cost of Living Allowance (new): Effective September 1, 1980, monthly adjustments to equal the percentage increase in the Metropolitan Toronto Consumer Price Index - 1971=100, using the index for September 1980 as the base. Triggered at 8% and capped at .04 per month, with last calculation based on the August 1981 CPI. Any allowance generated will be paid in a lump sum at the end of the agreement.

Monthly Car Expense Allowance: In 1979-80, \$50-\$155, (\$70-\$145), depending on type of teacher and number of schools visited. Effective September 1, 1980, \$54-\$167.50.

Special Leave: Full benefits continued and 80% (70%) of salary.

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (620 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 16 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
Increases	7%		2.5% on 78/79 grid	9.5%

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
<u>Annual Rates</u>			
Teacher - Level 1 0-6 years	\$10,250-\$14,535 (\$9,580-\$13,585)	\$10,490-\$14,875	\$11,485-\$16,290
Teacher - Level 4 0-12 years	\$13,550-\$23,710 (\$12,665-\$22,160)	\$13,870-\$24,265	\$15,185-\$26,570
Teacher - Level 7 0-13 years	\$16,585-\$29,335 (\$15,500-\$27,415)	\$16,970-\$30,020	\$18,580-\$32,870

Responsibility Allowances:

<u>Principal</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Group 1, 0-100 pupils	\$3,900 (\$3,264)	\$4,300
Group 2, 101-300 pupils	\$4,900 (\$4,334)	\$5,300
Group 3, 301-500 pupils	\$5,900 (\$5,404)	\$6,300
Group 4, 501-700 pupils	\$6,900 (\$6,474)	\$7,300
Group 5, 701 and over	\$8,000 (\$7,009)	\$8,700

Consultant - Same as Principal Group 1.

Coordinator - Same as Principal Group 2.

Health and Welfare:

Teacher Benefits Premiums

<u>1979/80</u>	<u>1980/81</u>	<u>1981/82</u>
Board pays 85% (80%)	92%	100%

Sick Leave - Effective 1979/80 - 280 (260) days cumulative.
Effective 1980/81 - 290 days.

Life Insurance - Effective 1979/80 - 3 times salary to \$75,000 (\$50,000) maximum. Effective 1980/81 - 3 times salary to \$90,000 maximum.

Wellington County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.):
A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

<u>Effective</u>	<u>Sept. 1/80</u>
General Increase	8.6%
Teacher Level 1 0-6 years	\$11,251-\$16,374 (\$10,360-\$15,077)
Teacher Level 4 0-11 years	\$14,245-\$26,140 (\$13,117-\$24,070)

Sept. 1/80

	Teacher Level 7	\$17,349-\$31,887
	0-13 years	(\$15,975-\$29,362)
Responsibility Allowances:	<u>Principals:</u>	Basic allowance is \$3,100 (\$2,626) per year.
	<u>Vice Principals:</u>	Basic allowance is \$1,672 (\$1,372) per year.
	<u>Supervisors:</u>	\$3,717 (\$3,432) per year.
	<u>Curriculum Coordinators:</u>	\$3,072 (\$2,837) per year.
Paternity Leave (new):	1 day's paid leave.	
Health and Welfare:	Life Insurance, OHIP, Extended Health Care Plan, Semi-Private Hospital Care Plan and Dental Plan - Employer pays 95% (75%) of premium costs.	
	Long Term Disability Plan - Employee pays 100% of premium costs for plan administered by employer. (Previously, employer paid 75% of premiums.)	

University of Ottawa - University Professors Association (Ind.) (professors, language teachers, professional counsellors and librarians) (850 employees): A 12-month renewal agreement as a result of a wage reopener, effective from May 1, 1980 to April 30, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/80</u>
	Average Increase	8%
	<u>Minimum Annual Rates</u>	
	Lecturer	\$15,534 (\$14,383)
	Assistant Professor	\$19,990 (\$18,509)
	Associate Professor	\$25,712 (\$23,807)
	Full Professor	\$33,417 (\$30,692)
	Professional Salary Scale Maximum	\$53,960 (\$49,963)

Anomalies Fund: \$17,000 (\$25,000) to be spent on the correction of significant anomalies for professors and professional counsellors; \$1,000 (\$1,500) for librarians; and \$13,000 (new) for the Engineering section of the Faculty of Science and Engineering.

Increments:	Lecturer - \$660 (\$600) Assistant Professor - \$750 (\$700) Associate Professor - \$850 (\$800) Professor - \$1,050 (\$1,000).
Health and Welfare:	Supplementary Health Program - Effective June 1, 1980, the \$10 deductible per person will be abolished.
Maternity Leave:	Employer will augment UIC benefits to 95% of salary for 15 weeks (new).

HEALTH AND WELFARE SERVICES

North Bay Civic Hospital - Local 139, Canadian Union of Public Employees (CLC): Two 6-month extension agreements effective from April 1, 1980 to September 28, 1980, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/80</u>
	Increase	7.1¢-41.7¢
	Aide	\$5.580-\$5.890 (\$5.509-\$5.774)
	Maintenance B	\$7.639-\$7.963 (\$7.269-\$7.546)
	<u>Full-time</u> - Probationary period is 45 (60) worked days. Maximum rates are reached after 2 years.	
	<u>Part-time</u> - Probationary period is 337.5 hours (60 worked shifts). Maximum rates are reached after 3900 hours.	

Shift Premium: 0-\$1.85-\$1.85 (0-\$1.75-\$1.75) per shift.

Paid Vacation: 5 weeks after 20 (22) years' service.

Ottawa General Hospital - Ontario Nurses' Association (Ind.) (full and part-time nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 460 employees. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-com- pounded
	<u>Full-time</u> (monthly rates)		
	Registered Nurse*	\$1,360-\$1,573	\$1,450-\$1,676
	0-7 years	(\$1,270-\$1,470)	

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Assistant Head Nurse 0-7 years	\$1,430.25-\$1,665.23 (\$1,337-\$1,556)	\$1,523.82-\$1,774.17

Regular Part-time
(tour rates)**

Registered Nurse 0-1400 tours	\$62.77-\$72.60* (\$58.61-\$67.85)	\$66.92-\$77.35
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*Special Start Rates - RN's hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979 \$1,357 per month.

**Exclusive of pay in lieu of fringe benefits.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	Remembrance Day replaces the floating holiday for a total of 11 days (unchanged).
Sick Leave:	Sick leave payment on termination to be determined at arbitration.
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross No. 7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.
Temporary Responsibility Allowance:	\$2.50 (\$1.87) per tour.
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - Effective October 1, 1979, 12% (10.89%) for part-time nurse.

Victoria Hospital Corporation at London - Local 220, Service Employees (AFL-CIO/CLC)
(1,175 full-time non-medical employees): A 12-month renewal agreement effective from April 1, 1980 to March 31, 1981, settled at the conciliation officer stage. Duration of negotiations - 5 months.

The previous agreement was negotiated jointly with other London and area hospitals.

Wages:	Effective	<u>Apr. 1/80</u>	<u>May 2/80</u>
Increases			
Groups 1-7		50¢	Hour conversion effect
Groups 8-15 (certified trades)		85¢	Hour conversion effect
Housekeeping Aide	\$5.96-\$6.05 (\$5.46-\$5.55)		\$6.32-\$6.42

	<u>Apr. 1/80</u>	<u>May 2/80</u>
Groundsman	\$7.12-\$7.56 (\$6.27-\$6.71)	\$7.54-\$8.01
Electrician	\$9.10 (\$8.25)	\$9.65

Progression from start rate to job rate is 2 years.

Hours of Work*:	37.5 (40) hours per week effective May 2, 1980. The resulting increase accruing to hourly rates is based on applying the conversion factor against rates in effect prior to the increases scheduled above for April 1, 1980.
Chargehand Premium:	30¢ (23.9¢) above highest job classification supervised.
Shift Premium:	0-\$1.85-\$1.85 (0-\$1.65-\$1.65) per shift for 24.7¢ (23¢) per hour.
Standby Pay:	\$1.10 (\$1) per hour.
Paid Holidays:	11 (unchanged).
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks after 20 (22) years. Also, 2 weeks after 1 year and 3 weeks after 4 years (unchanged).
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (75%) of premium costs. <u>Dental Plan (new)</u> - Effective June 1, 1980, employer pays 50% of premium costs, if enrollment criteria met. Basic, preventative coverage based on current Ontario Dental Association fee schedule.
Transportation Allowance on Call-in (new):	\$1 per round trip or bus fare or taxi fare.

Thunder Bay City Corporation (Grandview Lodge, Cumberland Hall and Dawson Court, Homes for the Aged) - Local 268, Service Employees (AFL-CIO/CLC):
A 36-month renewal agreement effective from April 1, 1980 to March 31, 1983, covering 369 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General Increases	8.5%	9%
	Additional Adjustments	6.6% for Engineer Handyman and Utilityman	5.5% for Engineer Handyman and Utilityman

	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
<u>Monthly Rates</u>		
Housekeeping Aide	\$1,004.35-\$1,036.90 (\$925.67-\$955.67)	\$1,094.74-\$1,130.2
Registered Nursing Assistant	\$1,171.44-\$1,203.99 (\$1,079.67-\$1,109.67)	\$1,276.86-\$1,312.3
Engineer Handyman	\$1,402.75-\$1,471.76 (\$1,219.67-\$1,279.67)	\$1,605.45-\$1,684.4

Effective Apr. 1/82

General Increase 7%

Monthly Rates

Housekeeping Aide	\$1,171.37-\$1,209.35
Registered Nursing Assistant	\$1,366.25-\$1,404.21
Engineer Handyman	\$1,717.82-\$1,802.34

Previous rates reflect a COLA Fold-in.

Probationary period is 65 worked days. Maximum rates are reached after two 6-month and one 12-month increases.

Cost of Living Allowance: 3¢ per 1.0 point rise in the March 31, 1982 Thunder Bay Consumer Price Index - 1971=100. To be folded into wages in 1983. Triggers at 8%. (Previously, \$20 per year per 0.40 point rise in the All Canada CPI - 1971=100. Adjusted quarterly. No trigger.

Shift Premium: 0-\$1.85-\$1.85 (0-\$1.65-\$1.65). Effective April 1, 1981, 0-\$2.00-\$2.00.

Paid Vacation: Effective April 1, 1980, 5 weeks (new) after 17 years' service. Effective April 1, 1981, 3 weeks after 3(4) years. Effective April 1, 1982, 4 weeks after 8(10) years.

Bereavement Leave: Brother-in-law and sister-in-law are included in up to 3 days' paid leave to attend funeral.

Health and Welfare: Short Term Disability Plan (new) - Plan provides benefits of 66 2/3% of earnings, payable on the third day of illness or on the first day of accident.

Long Term Disability Plan (new) - Plan provides benefits of 65% of gross earnings, payable from the 16th week.

Dental Plan - Payments are based on the previous year's Ontario Dental Association fee schedule. (Previously, payments based on the 1978 O.D.A. fee schedule.)

Part-time Employees: Payment in Lieu of Fringe Benefits - Effective April 1, 1980, part-time employees receive 50¢(25¢) per hour. Effective April 1, 1981, 60¢ per hour.

Clothing Allowance: Employer pays up to a maximum \$80(\$64) per year for uniforms.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (technical services category) (5,275 employees): A 15-month renewal agreement effective from October 1, 1979 to December 31, 1980, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>June 1/80</u>	<u>Oct. 1/80</u>
	General Increases	7.5%	\$10/week	
	Adjustment (19 technician classifications)			\$3.20/week
	<u>Weekly Rates</u>			
	Technician 1, Traffic (40 hours per week)	\$187.60-\$210.23 (\$174.51-\$195.56)	\$197.60-\$220.23	
	Technician 2, Medical Laboratory (36 1/4 hours per week)	\$301.99-\$344.12 (\$280.92-\$320.11)	\$311.99-\$354.12	
	Technician 5, Radiation (36 1/4 hours per week)	\$381.03-\$444.45 (\$354.45-\$413.44)	\$391.03-\$454.45	\$394.23-\$457.65
	Vocational Training Supervisor 1 (36 1/4 hours per week)	\$513.16-\$634.07 (\$477.36-\$589.83)	\$523.16-\$644.07	

LOCAL ADMINISTRATION

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 223 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	9%	7.5%

	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
<u>Bi-weekly Rates</u>		
4th Class Constable	\$633.20 (\$572.00)	\$669.60
1st Class Constable	\$906.40 (\$831.20)	\$974.40
Staff Sergeant	\$1,044.80 (\$958.40)	\$1,123.20
Paid Vacation:	7 weeks (new) after 25 years' service.	
Pension Plan:	Effective January 1, 1981, OMERS Supplement 3 is added to permit early retirement at age 55 with 30 years of service, without actuarial reduction in benefits (new).	
	Effective January 1, 1981, employee contributes 9% (7.5%) of pensionable earnings towards cost of plan.	
Plainclothes Allowance:	\$500 (\$450) annually \$2 (\$1.98) per day for part-time plainclothes employees. Effective January 1, 1981, \$550 annually.	
Meal Allowance:	\$4.00 (\$3.50) maximum.	

CONSTRUCTION

Thunder Bay Construction Association - Local 1669, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

	<u>Effective</u>	<u>May 1/80</u>	<u>May 1/81</u>
Wages:			
	General Increases	60¢	65¢
	Journeyman	\$13.75 (\$13.15)	\$14.40
Commuting and Travelling Allowance:	28¢ (25¢) per mile. Effective May 1, 1981, 31¢ per mile.		

London and District Road, Sewer and Watermain Contractors - Local 1059, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 425 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

	<u>Effective</u>	<u>Jan. 1/80</u>	<u>Oct. 1/80</u>	<u>July 1/81</u>
Wages:				
	General Increases	40¢	40¢	28¢

	<u>Jan. 1/80</u>	<u>Oct. 1/80</u>	<u>July 1/81</u>
Basic Labour	\$8.65 (\$8.25)	\$9.05	\$9.33
Form Builder	\$9.00 (\$8.60)	\$9.40	\$9.68

Health and Welfare: Employer contributes 20¢ (15¢) per hour worked.

Board Allowance: Employer provides suitable room and board (unchanged) or \$30 per day (new) in lieu thereof.

Travel Allowance (new): 15¢ per km for employees providing their own transportation.

Metropolitan Toronto Residential Painting Contractors Association - Local 1891, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	General Increases	50¢	25¢	60¢
	Journeyman Painter	\$10.50 (\$10.00)	\$10.75	\$11.35

Health and Welfare: Effective November 1, 1981, employer contributes 85¢ (75¢) per hour worked.

Pension Plan: Effective November 1, 1981, employer contributes 35¢ (20¢) per hour worked.

Ontario General Contractors Association Labour Relations Bureau, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario and Concrete Floor Contractors Association of Ontario - Ontario Provincial Conference, Plasterers (AFL-CIO): (cement masons): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 1,500 employees settled at the bargaining stage. Duration of negotiations - 2 months.

Eastern Region - Local 124

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>	<u>Nov. 1.81</u>
	Journeyman Cement Mason	\$11.42 (\$10.97)	\$11.87	\$12.32	\$12.55

Board Allowance: \$25.40 (\$23.10) per day worked.

Meal Allowance: \$19.36 (\$17.60) per day for employees in the employ of floor finishing contractors.

Mileage Allowance: 25¢ (23¢) per mile.

London Region - Local 151

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Journeyman	\$11.25	\$11.71	\$12.16	\$12.39
	Cement Mason	(\$11.14)			

Board Allowance: \$20.57 (\$18.70) per day worked. 22¢ (20¢) per mile every calendar month for return trip if the project is over 100 miles from City Hall or outside the jurisdiction of the agreement. Effective May 1, 1981, 24¢.

Travel Allowance: \$4.11 (\$3.74) per day in Zone 2. \$8.23 (\$7.48) per day in Zone 3. \$12.34 (\$11.22) per day in Zone 4.

Windsor Region - Local 345

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Journeyman	\$12.27	\$12.73	\$13.18	\$13.41
	Cement Mason	(\$11.81)			

Travel Allowance: 19¢ (17¢) per mile outside the free zone in Kent and Essex Counties. Effective May 1, 1981, 21¢. \$2.75 (\$2.50) per day outside the free zone in Kent County and outside the free zone to 20 miles in Essex County. \$5.50 (\$5.00) per day outside the free zone and the 20 mile area in Essex County.

Southern and Central Region - Local 598

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Journeyman	\$11.70	\$12.15	\$12.61	\$12.84
	Cement Mason	(\$11.25)			

Board Allowance: \$20.78 (\$19.80) per day for work beyond 25 miles from City Hall.

Car Allowance: 23¢ (21¢) per mile for work outside Zone 1 and 2. Effective May 1, 1981, 25¢.

Travel Allowance: \$4 (\$3.50) per day for work in Zone 2 and 3 \$3.85 (\$3.50) per day for work outside of Zones 1 and 2. Effective May 1, 1981, \$4. (16¢) per mile for travel time outside Zones 2, where employees are supplied transportation. Effective May 1, 1981, 20¢.

Ontario Refrigeration and Air Conditioning Contractors' Association - Local 787,
Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 885 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:	Effective	May 1/80	May 1/81
Increases		\$1.04-\$1.05	\$1.36-\$1.37
Journeyman Refrigeration Mechanic (Zone 3)		\$14.10 (\$13.05)	\$15.47
Journeyman Refrigeration Mechanic (Zone 6)		\$15.28 (\$14.24)	\$16.64
Standby Pay:	Employee receives 1/2 hour at straight time plus actual hours worked at the prevailing rate, from Monday to Friday inclusive (previously \$6.00). On Saturday, Sunday and Statutory Holidays, employee receives 1 hour at straight time plus actual hours worked at the prevailing rate. (Previously, 1 hour's pay at straight time guaranteed for each day on standby not worked, and double-time for all hours worked.)		
Service Overtime Pay:	Time and one-half from normal quitting time on Monday to midnight on Saturday (Friday) and double time thereafter to normal starting time on Monday, and Statutory Holidays (previously Saturdays, Sundays and Statutory Holidays).		
Paid Vacation:	3 weeks (new), 2 of which will be taken from May to September. (Previously, 2 weeks between May and September.)		
Bereavement Leave:	Brothers and sisters are added for up to 3 days' paid leave.		
Jury Duty and Crown Witness Pay:	Employer compensates employees at \$20 per day up to a maximum of 20 working days. (Previously, \$15 per day for jury duty. Provision is new for crown witness duty.)		
Welfare Fund:	Effective May 1, 1980, 45¢ (30¢) per hour worked.		
Joint Training Fund:	3¢ (1¢) per hour worked.		
Mileage Allowance:	40¢ (30¢) per mile. Effective May 1, 1981, 48¢ per mile.		

ADDENDUM

March 1980, Settlement

PRIMARY METAL

International Malleable Iron Company Limited at Guelph - Local 3000, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1980 to February 28, 1982, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/80	Mar. 1/81
General Increases		25¢	20¢

	<u>Mar. 1/80</u>	<u>Mar. 1/81</u>
COLA Fold-in	69¢	
Increment	9.5¢	
Adjustment	(9.0¢)	
Group 1 (includes Labourer)	\$7.605 (\$6.665)	\$7.805
Group 15 (includes Electrician)	\$8.935 (\$7.925)	\$9.135
Previous rates include a 5-cent COLA fold-in.		
Cost of Living Allowance:	1¢ per 0.3 increase in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Basic formula is unchanged.)	
Shift Premium:	Effective March 1, 1981, 0-30¢-35¢ (0-25¢-30¢).	
Vacation Bonus:	\$65 (\$50) for each week of regular vacation. Effective in 1981, \$75.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective March 1, 1981, \$12,000 (\$11,000) coverage. <u>Weekly Indemnity</u> - Benefit increases to \$193 per week. (Previously, 66 2/3% of earnings to the current U.I.C. maximum.) <u>Vision Care</u> - Effective March 1, 1981, maximum benefit increases to \$100 (\$60) every 2 years.	
Pension Plan:	Employees with 35 years' service or more receive \$227.50 per year.	

Negotiations in Progress during April 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Food and P Stores, province-wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,435	B
Iron Castings, Guelph	Electrical Workers (UE)(CLC)	200	B
American Can of Canada Inc., Marathon	United Paper Workers (AFL-CIO/CLC)	500	B
American-Standard (Div. of Wabco-Standard Ltd. Landsdowne Plant), Toronto	Potters (AFL-CIO/CLC)	235	B
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	MED
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	725	CO
Atomic Energy of Canada Ltd. (Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	690	B
Atomic Energy of Canada Ltd., Commercial Products, Ottawa	Energy & Chemical Workers (AFL-CIO/CLC)	250	B
Ballance-Barnes Co. Ltd., Associated Spring Operations, Burlington and Hamilton	Steelworkers (AFL-CIO/CLC)	200	MED
Bata Industries Ltd., Bata Engineering Div., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230	MED/WS
Chrysler Automotive of Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	300	CO
Conson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	270	CO
Boilermaker Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650	B
Loise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	975	B
Morg-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	325	PCB
Burlington Carpet Mills, Brampton	Labourers (AFL-CIO/CLC)	450	CO
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	United Food and Commercial Workers (AFL-CIO/CLC)	300	B
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	447	CO
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	600	CO

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Canadian Appliance Manufacturing Company Ltd., Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	680	B
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	600	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	400	B
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385	B
Canadian Shipbuilding and Engineering Ltd., (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	860	B
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323	ME
Canron Ltd., Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	615	B
Carlton Cards Ltd., Toronto	Greeting Card Workers (Ind.) (plant prod. empls.)	700	B
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont., Industrial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	12,000	CO
Cikent Corp., northern Ontario	CUPE (CLC)	319	ARE
Colgate-Palmolive Canada, Toronto	Teamster's (Ind.)	288	B
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	700	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	540	CO
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
Dare Foods Ltd. Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	230	CO

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Minion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,150	B
Minion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part-time empls.)	10,300	B
Montar Inc., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Northam Board of Education	CUPE (CLC)	350	B
Northam Regional Municipality (Homes for the Aged)	CUPE (CLC)	400	ARB
Northam Regional Police	Police Assn. (Ind.)	360	ARB
O.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B
Ontario Electrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	12,000	MED
Pantherhome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	450	MED/WS
Parkville Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	MED
Petrol Co. of Canada Ltd., Thorold	Energy & Chemical Workers (AFL-CIO/CLC)	234	CO
Piberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	384	B
Pinehead Inn Ltd. (Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	CO
Pitts Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC) (production empls.)	850	CO
Pitts Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	400	PCB
Pitts Foods Ltd., Cobourg	United Food and Commercial Workers (AFL-CIO/CLC)	750	B
Pitts Tire of Canada Ltd.	Rubber Workers (AFL-CIO/CLC)	610	B
Pitts Goodrich Canada Ltd. (Industrial Products Plant), Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	540	B
Pitts Manufacturing of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	350	B
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (physical sciences group)	390	B
Pitts Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	B

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St.
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	AR
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	WS
Hayes-Dana Ltd. (Plants #1, 2 and 3), St. Catharines and Thorold	Auto Workers (CLC)	1,800	B
H.J. Heinz Company of Canada Ltd., Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000	CC
John T. Hepburn Ltd., Toronto, Mississauga	Steelworkers (AFL-CIO/CLC)	240	B
ICL International Carriers Ltd., Hamilton, London, Oshawa, and Windsor	Teamsters (Ind.)	300	B
Imperial Tobacco Ltd., Ltee. (Div. of Imasco Ltd.)	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	780	B
Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	450	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,400	B
Johns-Manville Canada Inc. (Port Union Plant), Toronto	Energy & Chemical Workers (AFL-CIO/CLC)	440	ME
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC) (production empls.)	610	B
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	490	ME
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ME
Kerr-Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	270	B
Kitchener City Corp. (Transit Div.) (Dept. of Public Works)	Railway, Transport and General Workers (CLC)	220	B
Labourers Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	PO
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	AR
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	AR
Liquor Control Board of Ontario and Liquor License Board of Ontario, province-wide	Ont. Liquor Board Empls. Union (NUPGE) (CLC)	3,500	B
Loblaws Ltd., Ottawa and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	685	B

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Obblaws Ltd. and Westfair Foods Ltd., Toronto and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
London City Board of Education	CUPE (CLC) (custodians)	350	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	B
Masonry Industry Employers Council of Ontario	Bricklayers (AFL-CIO/CLC)	4,000	CO
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	5,300	ARB(R)
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, 1,180 Unit B garage and Unit C parking control officers, cadets and matrons)		B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	PCB
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	PCB
Metropolitan Toronto Road Builders Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	550	PCB
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	1,500	PCB
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	PFB
Millhaven Fibres Ltd. (Millhaven Works), Ernestown	Energy & Chemical Workers (AFL-CIO/CLC)	1,020	B
Millwrighting Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	1,700	B
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	250	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	275	CO
Moore Corporation Ltd. (Moore Business Forms Div.), Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	483	WS
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	ME
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	ME
North Bay City Corp.	CUPE (CLC)	215	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	ME
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	ME
North York City Hydro Electric Commission	CUPE (CLC)	300	B
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	AF
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230	CC
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	PM
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	B
Ontario General Contractors Assn., Reinforced Steel Institute and Industrial Contractors Assn. of Canada	Structural Iron Workers (AFL-CIO/CLC)	2,700	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	ME
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	ME
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ME
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government	Ontario Provincial Police Assn. (Ind.) (cadets and police officers)	3,860	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO/CLC)	200	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ME

negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	MED
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
Ontario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,400	CO
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	B
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	12,000	PCB
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900	B
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	5,000	CO
Shaw and District Contractors	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	200	B
St. Catharines Elevator, Hamilton	Steelworkers (AFL-CIO/CLC)	500	MED
St. Catharines Board of Education	CUPE (CLC) (office, clerical and technical empls.)	500	PCB
St. Catharines Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	830	CO
St. Catharines Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
St. Catharines City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
St. Catharines City Corp.	Police Assn. (Ind.)	540	B
St. Catharines Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	MED
St. Catharines County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	MED
St. Catharines and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	358	CO
St. Catharines Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,915	ARB
St. Catharines Division of Dominion Textile Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	450	B
St. Catharines Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	355	B
St. Catharines Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (production empls.)	500	B

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St.
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	MD
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	A
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL-CIO/CLC)	315	B
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	CC
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	550	B
St. Joseph Religious Hospital-ers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	B
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	B
Samuel, Son and Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	320	CC
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	725	M
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	355	P
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	A
Scarborough Public Utilities Commission (Hydro, Water and Garage Div.)	Electrical Workers (IBEW) (AFL-CIO/CLC)	210	B
Simmons Ltd., Brampton	Electrical Workers (UE) (CLC)	230	M
Somerville Belkin Industries Ltd., London	Energy & Chemical Workers (AFL-CIO/CLC)	210	B
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,420	B
Steinburg Inc., southern Ontario	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	5,000	B
Sterling Drug Ltd., Aurora	Energy & Chemical Workers (AFL-CIO/CLC)	220	B
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	A
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	W

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Unar (Div. of Massey Ferguson Ltd.), Waterloo	Steelworkers (AFL-CIO/CLC)	248	CO
RW Canada Ltd. (Thompson Products Div.), St. Catharines	Employees' Assn. (Ind.)	900	B
terrazzo, Tile and Marble Guild of Ontario	Bricklayers (AFL-CIO/CLC)	1,000	CO
M Canada Ltd., London	Auto Workers (CLC)	350	PCB
hunder Bay City Corp.	CUPE (CLC)	325	MED
itan Proform Co. Ltd., Toronto	Auto Workers (CLC)	260	WS
oronto City Board of Education	Educational Assistants Assn. (Ind.)	352	B
oronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	215	B
oronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
oronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	1,000	B
oronto Commercial Film Producers Assn., Toronto	Theatrical Stage Employees (AFL-CIO/CLC)	400	B
oronto Dress and Sportswear Manufacturers Guild (Dress and Sportswear Divs.), Toronto	Ladies Garment Workers (AFL-CIO/CLC)	1,200	B
oronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	PCB
oronto Masonry Contractors Assn., province-wide	Bricklayers Independent Union (CCU) (bricklayers and bricklayer assistants)	1,700	CO
oronto Public Library Board	CUPE (CLC)	300	B
oronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200	CO
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shop), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,205	B
University of Guelph	CUPE (CLC)	400	B
University of Windsor	Service Employees (AFL-CIO/CLC)	288	B
Utility Contractors Assn. of Ontario	Labourers (AFL-CIO/CLC)	750	CO
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	212	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	PCB
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	360	B

Negotiations in Progress during April 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
White Farm (Canada) Ltd., Brantford	Auto Workers (CLC)	900	CC
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	CC
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	B
York Borough Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	232	ME
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	300	CC
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PM
York Regional Municipality	Police Assn. (Ind.)	304	B
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	B
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (main- tenance, customer service and purchasing and supply branches)	7,990	B
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	United Food and Commercial Workers (AFL-CIO/CLC)	2,000	B
Canada Packers Ltd., Canada- wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,600	CC
Canadian Broadcasting Corpora- tion, Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian Broadcasting Corpora- tion, Canada-wide**	Canadian Union of Public Employees (CUPE) (CLC) (office and pro- fessional empls., English services div.)	1,250	B
Canadian Broadcasting Corpora- tion, Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corpora- tion, Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian International Paper Co. and New Brunswick Inter- national Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC)	4,700	B
CIP Containers, Que. and Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)**	800	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B

** Federal jurisdiction

Negotiations in Progress during April 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non- supervisory empls.)	23,790	CB
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC) unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/ CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervi- sory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	ARB

Federal jurisdiction

Negotiations in Progress during April 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	11,615	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) production empls.)	880	B
Swift Canadian Co. Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	1,300	CO

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in May 1980

Employer and Location	Union	No. of Empls.
American Can of Canada Inc., Marathon	United Paperworkers (AFL-CIO/ CLC)	500
American-Standard (Div. of Wabco-Standard Ltd. Landsdowne Plant), Toronto	Potters (AFL-CIO/CLC)	235
Atomic Energy of Canada Ltd. (Commercial Products), Ottawa	Energy and Chemical Workers (AFL-CIO/CLC)	250
Atomic Energy of Canada Ltd. (Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	690
Atomic Energy Research, Chalk River	Energy and Chemical Workers (AFL-CIO/CLC)	210
Endix Automotive of Canada Ltd., Windsor	Auto Workers (CLC) (hourly- rated empls.)	300
Furns Meats Ltd., Kitchener	United Food and Commercial Workers (AFL-CIO/CLC)	420
TV Television Network Limited, Province-wide	Cdn. Television and Radio Artists (CLC) (performers)	1,000
Canada Cycle and Motor Co. Ltd., Etobicoke	Auto Workers (CLC)	650
Canada Packers Ltd., Toronto and Bramalea	United Food and Commercial Workers (AFL-CIO/CLC)	2,460
Canadian Broadcasting Corp., province-wide	Cdn. Television and Radio Artists (CLC) (radio per- formers and writers)	1,300
Canadian Broadcasting Corp., province-wide	Cdn. Television and Radio Artists (CLC) (television performers and writers)	3,500
Canadian International Paper Co. (Container Div. and Single Service Div.), Burlington, London, Markham and Toronto	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (AFL-CIO/CLC)	875
Dominion Stores Ltd., Northern Ontario and Sault Ste. Marie	Retail, Wholesale Employees (AFL-CIO/CLC)	400
Dominion Stores Ltd., Northern Ontario and Sault Ste. Marie	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	500
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	250
Domtar Packaging Ltd. (Corrugated Containers Div.), Etobicoke	Cdn. Paperworkers (CLC)	245
Eastern Provincial Airways, province- wide	Machinists (AFL-CIO/CLC)	295
Essex International of Canada Ltd., Dunnville	Auto Workers (CLC)	396

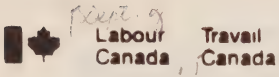
Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in May 1980 (Cont'd)

Employer and Location	Union	No. Emp
Excel Metalcraft Ltd., Aurora	Auto Workers (CLC)	20
Fiberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	38
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC) (production empls.)	85
General Foods Ltd., Cobourg	United Food and Commercial Workers (AFL-CIO/CLC)	75
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	27
B.F. Goodrich Canada Ltd. (Industrial Products Plant), Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC) (hourly rated and incentive empls.)	54
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	35
Hawker Industries Ltd. (Cdn. Bridge Div. Plant 1 & 2), Windsor	Steelworkers (AFL-CIO/CLC)	21
Hayes-Dana Ltd. (Plants 1 2 & 3), St. Catharines and Thorold	Auto Workers (CLC)	1,80
John T. Hepburn Ltd., Mississauga and Toronto	Steelworkers (AFL-CIO/CLC)	24
Kitchener City Corp. (Transit Div.) (Dept. of Public Works)	Railway, Transport and General Workers (CLC)	22
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	36
Loblaws Ltd., Ottawa and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	68
J.H. Normick Inc. (Cochrane Div.), Cochrane	Carpenters (AFL-CIO/CLC)	28
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	32
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (production empls.)	50
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	80
Samuel, Son and Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	32
Somerville Belkin Industries Ltd., London	Energy and Chemical Workers (AFL-CIO/CLC)	21
Sterling Drug Ltd., Aurora	Energy and Chemical Workers (AFL-CIO/CLC)	22
Sunar (Div. of Massey Ferguson Ltd.), Waterloo	Steelworkers (AFL-CIO/CLC)	24

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in May 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Ft Canadian Co. Ltd., Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	527
Canada Ltd., London	Auto Workers (CLC)	350
Onto Masonry Contractors Assn., province- wide	Bricklayers Independent Union (CCU) (bricklayers and bricklayer assistants)	1,700
Onto Residential Masonry Contractors	Bricklayers (AFL-CIO/CLC)	300
Treasury Board of Canada, province-wide	Electrical Workers (IBEW) (electronics group)	935
Royal Ltd. (Tire Factory and Rubber Machinery Shop), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,205
Wood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO/CLC)	280

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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
May 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

June 29, 1980

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Highlights

Distillery Workers Settlement. A three-year renewal agreement was completed in mid-May between Hiram Walker and Sons Ltd. and Local 2027 of the United Auto Workers (UAW) representing the company's 650 plant employees in Walkerville. The agreement was reached in direct talks more than seven months before the current contract is due to expire, owing to greatly improved co-operation between the union and company. During four of the last five bargaining rounds, the workers have struck the company and the present three-year pact was reached in August 1978 after a five-month work stoppage.

The new agreement, which basically follows the auto industry pattern, will go into effect on January 5, 1981, one day after the previous one expires. It provides a general wage increase of 3 per cent in each of the three years and incorporates into wage rates \$1.36 of past cost-of-living payments. The quarterly adjustments based on a .35 factor will be continued and a portion will be folded into the base rates on the third anniversary date. At that time, in addition to the scheduled 3 per cent increase, the wages will be revised upward by an amount equivalent to the eventual COLA fold-in agreed to in the 1982 negotiations between the UAW and Chrysler Canada in Windsor, providing the COLA payments generated under the Walker contract by January 1983 are sufficient. Other negotiated changes involved improvements in shift premiums, health benefits and pensions, with a new provision stipulating that 14 cents from the coming cost of living adjustments will be used to offset the increased pension cost. A first time summer vacation bonus of two days' pay per year was also provided.

Electric Power Utilities Settlements. Ontario Hydro and Local 1000 of the Canadian Union of Public Employees (CUPE) finalized a province-wide agreement affecting the utility's 15,200 hourly rated and salaried employees. For the 1980 negotiations, the union decided to modify the bargaining process and replace the time-limited procedure utilized in previous years with the former two-tier system in which six sub-committees dealt with issues relating to the respective sections of the master agreement and the committees' chairmen formed the main bargaining team. These committees were to conclude their discussions within three weeks and to advance the unresolved items for inclusion in the main agenda by the end of February. The resultant list of union proposals included, for the first time since 1972, a firm position on wages, an 18.8 per cent increase over one year. It comprised an 11 per cent raise equivalent to the projected increase in the cost-of-living for 1980, a 5.8 per cent catch-up to compensate for losses in the members' purchasing power during the past few years and 2 per cent as a recognition of increased productivity. In addition, the main agenda contained major improvements in the benefit package of health care, pensions, vacations, shorter hours of work and income protection. Although there was no time frame for the second tier of talks, a March 31 deadline was set for a settlement or a final management offer for submission to the members.

A tentative two-year pact was completed in direct bargaining at the beginning of April and was accepted in mid-May by over 80 per cent of the members voting. It provided increases averaging 10.4 per cent in the first

year and 7.7 per cent in the second, with a cost-of-living allowance activated if the CPI exceeds 8 per cent during the last 12 months of the contract, ending March 31, 1982. The COLA increases would match the rate of inflation to a maximum of 12 per cent. To narrow the differential between the salaried and hourly paid employees, the initial increases for the first group were set at 8 per cent plus \$9 per week and for the second group at 8 per cent plus 25 cents per hour. In the second year, hourly paid workers were given a further 8 per cent increase, while salaried employees received 8 per cent and 7 per cent at the bottom and the top of the salary scale, respectively. The inter-grade differential for the latter group was lowered to 6.186 per cent from the present 6.248 per cent. The parties also agreed on some improvements in other benefits, such as higher shift and standby payments, an additional floating holiday in 1981, increases in various allowances and in the levels of medical benefits. In the pension area, the present eligibility requirement of 60 years of age plus 25 years' service for early retirement with unreduced benefits was changed to age 58 after 27 years of service.

Similar economic terms for the 1980 agreement year were approved in the interim by 5,000 members of the Society of Ontario Hydro Management and Professional Staff. During the course of their separate negotiations, all contentious matters were settled in mediation in early March, with the exception of salary increases which were later submitted to final offer selection. The Selector ruled in favor of the Society's position and against Hydro's offer of 9.5 per cent. In effect, the one-year agreement beginning January 3, 1980, included salary increases ranging from 9.64 per cent at the low end to 10.81 per cent at the top level (an average of 10.4 per cent) and established an intergrade differential of 6.375 per cent. In the meantime, the CUPE Hydro Local was faced with a defection move among the 3,500 members of the Nuclear Division, which was raided by the Canadian Union of Operating Engineers. A decision on the CUOE application for certification as a bargaining agent at the Hydro's nuclear facilities is still pending.

Earlier this year, a settlement between Toronto Hydro-Electric System and the CUPE Local 1 produced two separate agreements covering the commission's 800 hourly-rated and salaried employees. The two-year agreements provided a general wage and salary increase of 10 per cent on February 1, 1980 and a minimum of 8 per cent, supplemented by a triggered cost-of-living escalator, in year two. If the 1980 CPI exceeds the scheduled 8 per cent increase, a matching amount will be incorporated into the wage rates on February 1, 1981. The second year wages will also be subject to further quarterly adjustments triggered at 9 per cent. Among other improvements were double time payments for all overtime worked, liberalized vacation schedules and a stronger job security clause in respect of displacements due to technological change or contracting-out. [see pp. 72-73 of the February 1980 issue of this report for more details].

The two Hydro-CUPE settlements usually set a wage-benefit pattern for the remaining negotiations involving various municipal utilities and their employees. At the end of May, direct negotiations were in progress

between CUPE and North York and Scarborough Public Utilities Commissions to replace contracts that expired March 31, and between the International Brotherhood of Electrical Workers and a number of Hydro-Electric Commissions in other centres across the province, including the City of Hamilton, where current agreements come up for renegotiation on June 30.

School Support Staff Settlements. Seven renewal agreements, affecting roughly 3,000 caretaking and clerical employees of various school boards, were ratified during May bringing to 23 the number of major support staff contracts concluded since the beginning of the year. The 23 agreements comprised about 66 per cent of the 35 bargaining situations, each involving 200 or more employees, with contracts scheduled for renewal on December 31, 1979 or in the following nine months. The new agreements covered a total of 8,500 employees, constituting close to 64 per cent of over 13,000 non-teaching staff affected by the 1980 school board bargaining in Ontario. Twelve of the settlements were reached in direct talks, three at the conciliation or post-conciliation stage and the remaining eight in mediation. A general trend toward longer-term agreements continued, as 12 of the 23 new contracts were of a two-year duration, one was for a three year term, and the remaining 10 covered periods of between 12 to 18 months. One contract of the latter group called for a 14-month term, but with a 10-month retroactivity in wages. The majority of the units were represented by the Canadian Union of Public Employees, which entered the negotiations seeking a 13 to 15 per cent wage increase over one year, as well as vacation and other fringe benefits improvements, while the boards were insisting on a 24-month term, with increases of about 7 to 8 per cent in each year. The union was also concerned about the health and safety of its members because of the use of asbestos as a building material in schools.

The key bargaining situation involved the Toronto Board of Education and its 700 caretakers, whose agreement has been used in the past as a model for settlement between the other Metro school boards and their maintenance workers, bus drivers and clerical employees. All but one of the Toronto area agreements, covering over 5,000 support staff expired December 31, 1979. Wages were the major bargaining issue, with a disagreement over the makeup of health and safety committees, as well as requests for recognition of technical skills, prolonging the disputes which eventually ended in mediation. The Toronto caretakers, members of CUPE Local 134, finalized a tentative settlement April 21, one day before the strike deadline. It helped to avert work stoppages by their counterparts in North York and Etobicoke who set their strike dates for the following weeks.

The two-year Toronto agreement was ratified by 62 per cent of the members voting and provided a four-stage general wage increase, with 7 per cent plus 4 cents per hour retroactive to January 1, 1980, and a further increase of 3 per cent on August 1, 1980 (a compounded increase of about 11 per cent for this year). Similar increases will be implemented over the next year, with the 4-cent adjustment added to the final 3 per cent raise scheduled for August 1, 1981. The agreement also contained a number of first

time provisions, such as a shift premium of 4 per cent above normal pay for the afternoon shift and 5 per cent for work on a midnight shift (instead of the present 28 and 31 cents per hour, respectively); an improved vacation schedule, with a sliding scale increment of one day per year added after 25 years of service; and higher life insurance and extended health care benefits (including new out-of-province coverage). A breakthrough provision, for payment by the employer of the cost of insured medical plans, was also introduced for employees who are disabled over a long term (a saving of about \$600 per year for those in receipt of LTD benefits). The board also agreed to increase transportation allowances, to provide a 12th paid holiday and to give permanent employees a layoff notice of at least two weeks.

Similar monetary terms were accepted at the same time by the Board's 366 administrative employees and, a month later, by its elementary school secretaries [see pp. 238-239 of the April 1980 issue of this report for details of the caretaker and clerical units settlements]. Earlier, in March, 423 tradesmen employed by the Toronto Board agreed to accept a four-step general increase totalling \$1.89 per hour over two years. The increases amounted to about 7.5 and 1.5 per cent each year, with the second raise implemented on April 1 [see pp. 151-152 of the March 1980 issue of this report for the settlement with the Toronto Building and Construction Trades]. Almost identical mediated settlements were ratified in May by school caretakers in the Boroughs of Etobicoke (500 employees), North York (745), Scarborough (1,080 fulltime and part-time workers) and York (234). The established pattern was later extended to cover the remaining clerical units in North York and YorkBorough as well as the Educational Assistants employed by Toronto Board of Education.

Outside the Toronto area, additional two-year agreements for non-teaching staff were reached in Hamilton (240 caretakers in February and 300 cleaners and cooking staff in April), Hastings County (200 caretakers in May) and in Peel County (370 members of the Custodian and Maintenance Employees Association in February). These renewal agreements called for general wage increases ranging from 15.3 to 20 per cent over a 24-month term. The only three-year settlement was accepted by 220 caretakers in Sault Ste. Marie. It was concluded in direct negotiations and provided cents-per-hour increases averaging 11.5 per cent effective March 1, 1980, 7.3 per cent a year later and 4.1 per cent, plus cost-of-living adjustments capped at 20 cents, in the final year ending February 28, 1983 [for details see p. 81 of the February 1980 issue of this report].

All but one of the nine shorter-term agreements were also completed in direct talks during the first three months of 1980. They included general wage increases of between 8.5 and 10.3 per cent for the current year. The Ottawa Board of Education and its 500 clerical and technical employees settled in post conciliation bargaining for a 9.3 per cent salary increase over a 15-month term retroactive to January 1, 1980 (or 7.4 per cent per annum). The parties also agreed to continue discussions during the life of the contract on two unresolved issues concerning job evaluation and layoff procedures. At the same time, a matching monetary offer was tentatively accepted by the board's 830 maintenance, transportation and custodial staff. The 13 1/2-month contract, since ratified by the parties, dates back to February 28, 1980.

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FOOD AND BEVERAGE

Kellogg Salada Canada Ltd. at London - Local 154, Millers (AFL-CIO/CLC) (610 hourly rated employees): A 36-month renewal agreement effective from April 15, 1980 to April 14, 1983, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 15/80	Apr. 15/81	Apr. 15/82
General Increases		10.5%	10%	10%*
Helper		\$8.77 (\$7.94)	\$9.65	\$10.61
Trades A (includes Electrician)		\$10.48 (\$9.48)	\$11.53	\$12.68
Trades AA (includes Millwright)		\$10.72 (\$9.70)	\$11.79	\$12.97

*Wage Reopener - If the CPI increases by more than 11% in 1981, there will be a wage reopener in the third year of the agreement.

Hours of Work: 8 hours per day including 60 minutes of paid off-time (unchanged).

Shift Premium: 0-25¢-35¢ (0-17¢-27¢).

Paid Holidays: 2 floating holidays are added, one in 1980 and a second in 1981, for a total of 14 (12) days.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 19 (20) years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 6 weeks after 25 years (all unchanged).

Health and Welfare:	Life Insurance	April 1980	April 1981
	From date of enrollment to end of the subsequent full calendar year	\$4,000 (\$3,000)	\$5,000
	During second full calendar year	\$5,000 (\$4,000)	\$6,000
	During third full calendar year	\$6,000 (\$5,000)	\$7,000

Thereafter, varies by job rate level, with coverage ranging from \$12,000 to \$16,000 (\$11,000 to \$15,000) April 1980 and from \$13,000 to \$17,000 April 1981.

Weekly Indemnity - Maximum of 52 weeks at 66 2/3% of earnings (unchanged). Higher wage levels result in higher benefits.

Dental Plan - Effective June 25, 1980, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective April 15, 1981, the 1980 O.D.A fee schedule. Effective April 15, 1982, the 1981 fee schedule.

Pension Plan:

The former profit sharing plan which required a mandatory 2% employee contribution has been replaced by a "defined benefit" plan 100% employer financed. The accumulated fund under the former plan will be maintained.

Past Service Credit - Minimum of \$13 per month per year of service for Job Groups 1, 2 and 3 and \$14.50 for Job Groups 4 and 5. Amounts could go higher in response to company profit levels.

Future Service Credit (for all service on or after January 1, 1980) - \$16 per month per year of service for Job Groups 1, 2 and 3 and \$18 for Job Groups 4 and 5.

Early Retirement Reductions - At age 55 with 20 or more years of service - 4% for each year below 65. At age 55 with less than 20 years of service - 6% for each year below 65.

Early Retirement Supplement (new) - Maximum \$240 per month for employees retiring at age 55 or older and having 30 or more years of service. For less than 30 years of service there are reductions. No reduction on supplement due to outside income following retirement at age 55.

Disability Benefit (new) - Requires a minimum of 10 years of service. Pays accrued pension benefits with a minimum of \$10 per month per year of service.

Death Benefit - If an employee dies before retirement and was 55 or older with 20 or more years of service, the spouse receives 55% of the applicable pension under early retirement. If the employee dies after retirement, the spouse receives 55% of the employee's pension reduced to 90% due to election of death benefit plan. (This replaces a more limited plan previously provided. Accumulated benefits under that plan will continue to apply.)

Savings and
Investment Plan
(new):

Effective September 1980, employees can contribute 1% to 5% of earnings. Employer matches 50¢ for each \$1 contributed. A vesting schedule allows employee to withdraw 100% of employer's contributions should employee wish to retire after 6 years of service. At retirement employee may "cash in" plan for a lump sum payment or set up an annuity.

Job Security:

Employer has renewed a pledge that employees hired prior to November 30, 1977, will not be laid off.

Severance Pay:

Applies in the event of permanent plant closures -
1 year of service - 1 week of pay (unchanged)
2 years of service - 2 weeks (unchanged)
5 years of service - 4 weeks (unchanged)
10 years of service - 10 weeks (8 weeks)
15 years of service - 15 weeks (new)
20 years of service - 20 weeks (new)

General Foods, Ltd. (Cobourg Ontario Plant) at Cobourg - Local 1230, Food and Commercial Workers* (AFL-CIO/CLC) (750 plant and laboratory employees): Two 36-month renewal agreements effective from May 18, 1980 to May 14, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.

*Previously, Canadian Food and Allied Workers Union.

ages:	Effective	May 18/80	May 17/81	May 16/82
	Increases to Weighted Average	9.7%	8.6%	7.7%
	Adjustments (Maintenance Trades)	9¢	7¢	
	General Labourer	\$8.63 (\$7.88)	\$9.33	\$10.08
	Top Operators	\$9.08 (\$8.28)	\$9.99	\$10.68
	Top Trades	\$10.18 (\$9.03)	\$11.03	\$11.78
Hours of Work:	40 per week (unchanged).			
Shift Premium:	0-25¢-30¢ (0-25¢-25¢).			
Paid Holidays:	13 days plus 1/2 day before Christmas and before New Year's (unchanged).			
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 25 years (all unchanged).			
Bereavement Leave:	Grandchild is added for 3 days' paid leave.			
Health and Welfare:	OHIP - Coverage extended to include dependants up to age 25 if attending school.			
	<u>Life Insurance and A.D. & D.</u> - Effective June 1, 1980, \$35,000 (\$30,000) coverage.			
	<u>Long Term Disability</u> - Effective June 1, 1980, 60% (55%) of basic wage rate less any applicable deductions.			
	<u>Dental Plan</u> - Effective January 1, 1981, payments to be based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1980 O.D.A. fee schedule. Effective January 1, 1983, the 1981 fee schedule.			
	<u>Eyeglasses</u> - \$80 (\$75) every 24 months.			
	<u>Hospital and Medical Cost Outside of Canada (new)</u> - Covers cost above OHIP.			

Pension Plan: Basic Monthly Benefit Per Year of Service - For retirements on or after July 1, 1980, \$16 (\$15). On or after July 1, 1981, \$17. On or after July 1, 1982, \$18.

Supplementary Annual Benefit Per Year of Service (Maximum of 30 Years) - Effective July 1, 1980, \$96 (\$80).

Safety Shoe Allowance: \$40 (\$30) per year. May accumulate over a 2 year period to a maximum of \$80 (\$60).

Tool Allowance/ Tradesmen: \$80 (\$60) per year.

Hiram Walker & Sons Ltd. at Walkerville - Local 2027, Auto Workers (CLC) (650 plant employees): A 36-month renewal agreement effective from January 5, 1981 to January 1, 1984, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 5/81	Jan. 1/82	Jan. 1/83
General Increases		3%	3%	3%
COLA Fold-in		\$1.36		To be determined*
General Help		\$9.28 (\$7.69)**	\$9.56	\$9.85
Truck Driver		\$9.40 (\$7.81)**	\$9.68	\$9.97
Trades (includes Electrician) and Millwright)		\$11.10 (\$9.46)**	\$11.43	\$11.77
Maintenance Engineer		\$11.51 (\$9.85)**	\$11.86	\$12.22

*Provided the cost of living allowance being paid as of January 1, 1983 is sufficient, a portion will be folded into the wage structure January 1, 1983. The amount will equal the amount of COLA folded into the Chrysler-UAW Production-Maintenance Agreement in Windsor at its commencement, tentatively scheduled for September 15, 1982.

**Rates shown for the previous agreement reflect a 3% increase and a 2¢ COLA fold-in made January 1, 1980 as well as a 22¢ COLA fold-in made March 17, 1980, in consideration pursuant to an agreement in the previous contract to determine its third year wage increase on the basis of the Chrysler - UAW contract. The rates shown do not include a \$2 cost of living allowance being paid as of April 1980.

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1961=100, calculated quarterly throughout. (Basic formula is unchanged.) 1¢ per quarter to be diverted from each of the first 8 adjustments and 2¢ per quarter from each of the next 3 adjustments, the resulting 14¢ to be used to offset increased pension cost (new).

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-35¢-45¢ (0-29¢-40¢). Average shift premium for employees permanently on continually rotating shifts - 27¢ (23¢).

Paid Holidays: 13 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years and 5 weeks after 20 years (all unchanged).

Summer Vacation Bonus (new): 16 hours of pay consisting of base rate plus COLA for employees who have worked all or part of each of the 26 weeks during the preceding calendar year and have worked within the 14 days prior to the summer shutdown.

Health and Welfare: Weekly Indemnity - \$239-\$365 (\$191-\$257); wage-related.

Dental Plan - Effective January 5, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 O.D.A. fee schedule. Effective January 1, 1983, the 1982 fee schedule.

Pension Plan: New Retirees

Basic Monthly Benefit Per Year of Service - For retirements on or after January 1, 1981, \$16 (\$11). For retirements on or after January 1, 1982, \$17. For retirements on or after January 1, 1983, \$18.

Supplemental Monthly Benefit Per Year of Service (Maximum - 25 Years) - For retirements on or after January 1, 1981, an amount which, together with any applicable statutory benefits, would provide \$13 (\$11). For retirements on or after January 1, 1982, \$14. For retirements on or after January 1, 1983, \$15. Benefits are reduced by any applicable age reduction factor.

Early Retirement Special Allowance - An amount which, together with the basic, supplemental, and any applicable statutory benefit, produces an early retirement benefit payable to age 65 for employees with 30 or more years of service of \$800 (\$700) per month for retirements on or after January 1, 1981, \$850 for retirements on or after January 1, 1982, \$900 for retirements on or after January 1, 1983, and \$935 for retirements on or after January 1, 1984.

Current Retirees

Benefit Increase - Effective January 1, 1981, \$1 per month per year of service. Effective January 1, 1982, a further \$1. Effective January 1, 1983, a further \$1.

Meal Allowance: \$5.50 (\$4.50).

RUBBER AND PLASTICS PRODUCTS

Gates Canada Inc., formerly Gates Rubber of Canada Limited at Brantford - Local 733, (AFL-CIO/CLC): A 36-month renewal agreement effective from April 28, 1980 to April 27, 1983, covering 360 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 28/80</u>	<u>Apr. 28/81</u>
	General Increases	40¢	20¢
	Skilled Trades Adjustment	25¢	15¢
	Belt Utility	\$5.453-\$6.023 (\$5.053-\$5.623)	\$5.653-\$6.223
	2nd Class Stationary Engineer	*\$8.158-\$8.458 (\$7.458-\$7.758)	\$8.508-\$8.808

Effective	<u>Apr. 28/82</u>
General Increase	20¢
Belt Utility	\$5.853-\$6.423
2nd Class Stationary Engineer	\$8.708-\$9.008

Probationary period is 3 months. Maximum rates for incentive workers are reached after 5-cent weekly increases and for hourly rated workers after 10-cent weekly increases.

*Includes 5¢ allowance for Government Trades Certificate.

Cost of Living Allowance: \$1.04 COLA generated under the previous agreements continues to float.

1¢ per 0.4 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly (unchanged).

A portion of allowance is diverted to pay for Blue Cross No. 7 Basic Dental Plan premiums.

Paid Vacation: Effective April 28, 1980, 6 weeks after 25(30) years' service.

Health and Welfare: Dental Plan (new) - Effective August 1, 1980, Blue Cross No. 7 Basic Dental Plan is implemented. Premium costs covered by cost of living allowance diversion. Payments are based on the 1980 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective April 28, 1981, \$14.25(\$11.75) per month per year of service.

Early Retirement - Effective April 28, 1982, employee may retire at age 55 with 30 years of service with no actuarial reduction in pension.

Earning limitation \$5,500 per year for retirees. Each dollar in excess of \$5,500 reduces supplementary pension by \$2.

TEXTILE

Millhaven Fibres Ltd. at Ernestown - Local 9-670, Energy and Chemical Workers (CLC)*
(675 employees): A 23-month renewal agreement effective from May 6, 1980 to March 31, 1982, settled at the bargaining stage.
Duration of negotiations - 4 months.

*Previously, Oil, Chemical and Atomic Workers' International Union.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>	<u>Dec. 1/81</u>
General Increases		12.2%	80¢	3%
Bobbin Recovery Operator		\$6.51 (\$5.80)	\$7.31	\$7.53
Labourer		\$6.96 (\$6.20)	\$7.76	\$7.99
Electrician		\$9.05 (\$8.06)	\$9.85	\$10.15

Settlement Bonus: \$100.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-28¢-39¢ (0-22¢-33¢).

Sunday Premium: Effective April 1, 1981, \$1.50 (\$1.20) per hour.

Lead Hand Premium: 45¢ (30¢) per hour more than the highest rated employee in the group.

Working Leader Premium: 35¢ (20¢) per hour more than the highest rated employee in the group.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged).

Health and Welfare: Weekly Indemnity - Payable on a 1-7-13 (2 or 3-7-13) basis.

Dental Plan (new) - Employer pays 75% of premium costs. Plan has a \$25/\$50 deductible on the comprehensive portion.

Kendall Canada at Toronto - Local 8505, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 9, 1980 to May 3, 1982, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 9/80</u>	<u>May 4/81</u>
	General Increases	10%	9%
	Skilled Trades Adjustment	40¢	
	Level A (includes Packer)	\$5.30 (\$4.82)	\$5.78
	Level L (includes Electrician)	\$8.44-\$9.46 (\$7.67-\$8.60)	\$9.20-\$10.31
	Level M (includes Electronic Electrician)	\$9.03-\$9.79 (\$8.21-\$8.90)	\$9.84-\$10.67
Probationary period is 60 calendar days. Maximum rates for Level L and Level M are reached after 120 days.			
Shift Premium:	0-25¢-25¢ (0-20¢-20¢).		
Saturday Premium (new):	Time and one-half for scheduled Saturday shifts.		
Paid Holidays:	One personal day is added for a total of 12 days.		
Paid Vacation:	5 weeks after 22(25) years' service and 6 weeks (new) after 30 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits are 66 2/3% of base pay to U.I.C. maximum. Payable on a 1-1-3-26 (1-1-6-26) basis.		
	<u>Dental Plan (new)</u> - Effective May 8, 1981, employer pays 100% of premium costs for a basic Dental Plan with no deductible. \$25/\$50 deductible for major restorative only.		

WOOD

Northern Wood Preservers, Limited at Thunder Bay - Local 2827, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 16, 1980 to May 15, 1982, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 16/80</u>	<u>May 16/81</u>
	General Increases	10%	8%
	Labour	\$7.71 (\$7.01)	\$8.33
	Electrician Class A	\$9.77 (\$8.88)	\$10.55
Shift Premium:	0-20¢-25¢ (0-18¢-23¢).		
Paid Holidays:	Effective in 1981, 1 floating holiday is added for a total of 12 days.		

Vacation Pay: 8% after 12(14) years' service.

Paid Vacation: Employees with 25 or more years' seniority receive 2(1) additional days at age 60, 3(2) additional days at age 61, 4(3) additional days at age 62, 5(4) additional days at age 63 and 6(5) additional days at age 64.

Bereavement Leave: 3(2) days' paid leave for legal guardian, brother and sister.

Health and Welfare: Life Insurance and A.D. & D. - Effective June 1, 1980, \$20,000 (\$10,000) coverage.

Weekly Indemnity - Effective June 1, 1980, benefits increase to a maximum of \$190(\$170) per week. Effective May 16, 1981, \$210 per week.

OHIP - Employer pays \$20(\$19) per month for single coverage and \$40(\$38) per month for family coverage. Employer continues to pay premiums for 6 months for employees paying through the group plan who are off work due to sickness or accident (new).

Supplementary Health (new) - Employer pays 100% of premium costs. Plan to be implemented January 1, 1981, for employees with 6 months' service. No further details available.

Long Term Disability (new) - Effective May 16, 1981, employer pays 100% of premium costs. Plan will provide 50% of earnings to a maximum of \$800 per month and benefit is service related.

Dental Plan - Effective January 1, 1981, payments are based on the 1979(1978) Ontario Dental Association fee schedule. Effective in 1982, the 1980 O.D.A. fee schedule.

Meal Allowance: \$4.50 (\$4).

PAPER AND ALLIED

American Can Canada Inc. (Mill Department) formerly American Can of Canada Limited at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC) (500 production and maintenance employees): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 1/80	May 1/81
General Increases		\$1.00	12%
Adjustment*		5¢-20¢ for 7 Classifications	5¢*
Labourer		\$8.89 (\$7.89)	\$9.96

	<u>May 1/80</u>	<u>May 1/81</u>
Mechanic	\$10.03 (\$9.03)	\$11.23
Journeyman "A"	\$11.43 (\$10.43)	\$12.86
Head Tradesman (except Chemical Plant)	\$11.79 (\$10.79)	\$13.26

*Applies to all Class "A" Tradesmen and above, excluding red circled rates, and to designated top operators.

- Hours of Work: 40 per week (unchanged).
- Shift Premium: Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.
- Paid Holidays: 5 designated days plus 8 floating personal holidays (unchanged).
- Paid Vacation: Effective May 1, 1980, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Effective May 1, 1981, 5 weeks after 20 years and 6 weeks after 25 years.
- Supplementary Vacation - 1 to 5 weeks of additional vacation for employees with 25 years of service and age 60 through 64 (unchanged).
- Vacation Bonus Pay (new) - An additional 4 hours of pay for each week taken during May, June or January.
- Bereavement Leave: 5 (3) days in the event of the death of a spouse, child or step-child.
- Health and Welfare: OHIP/Employer Monthly Contributions - Effective June 1, 1980, \$20 (\$19) single and \$40 (\$38) married.
- Life Insurance and A.D. & D. - \$20,000 (\$15,000) basic coverage paid by employer. \$20,000 (\$15,000) supplementary coverage paid by employees at 40¢ per \$1,000.
- Dental Plan - Payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.
- Pension Plan: Current Retirees - \$25 per month increase.
- Future Retirees - A one-time lump sum retiree payment equal to 182 hours of pay at the employee's regular straight time rate at the time of retirement (new). The regular pension benefits will begin on the first of the month following.
- Safety Shoes: Effective January 1, 1981, \$10 (\$4) per year with a maximum of 2 pairs per year. Effective January 1, 1982, \$12.

Job Security/
Technological
Change: Revised clause provides for the establishment of joint Labour/Management Committee to discuss pending changes. Employer must give minimum of 30 (90) days' notice. An employee with at least 1 year of seniority, set back to a lower paying job, will have his old rate maintained for 6 (3) months. During the subsequent 6 (3) month period he will be paid an adjusted rate midway between his old rate and the rate of his new regular job.

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC) and Local 940, International Operating Engineers (AFL-CIO/CLC) (1,000 hourly rated employees): Three 36-month renewal agreements effective from May 1, 1980 to April 30, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/80	May 1/81	May 1/82
General Increases		\$1.00	12%	Minimum \$1.00*
Adjustment**			5¢	
<u>Hourly Rates</u> (UPIU - Fort Frances)				
Labourer		\$8.89 (\$7.89)	\$9.96	\$10.96
Swing Loader Operator		\$9.79 (\$8.79)	\$10.96	\$11.96
Sr. Journeyman (includes Painter, Saw Filer)		\$11.67 (\$10.67)	\$13.13	\$14.13

*The increase for this date will be higher if necessary to match the average general wage increase granted in a select number of mills, from New Brunswick to Manitoba, should their 1982-1983 negotiated general wage increase exceed \$1 per hour.

**Applies to "A" Journeymen and above, positions in the steam plant requiring a 3rd class certificate and up, licensed crane operators and all top operators.

Previous rates reflect adjustments ranging from 5¢ to 30¢.

Signing Bonus: \$250 to all employees contingent upon the agreement being presented to and ratified by the employees within 7 days of signing.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective May 30, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢. Effective May 1, 1982, 0-27¢-32¢.

Call-in Pay: Provision has been standardized at all locals to provide a minimum of 6 hours of pay for call-ins on a day off, during a shutdown period, or on a Sunday. Call-ins at all other times provide a minimum of 4 hours of pay.

Paid Holidays: 144 hours of specified shutdown time, which is the equivalent of 6 days of holidays, with either 56 hours of pay (unchanged) or 64 hours of pay. The latter option involves the cancellation of New Year's Day as a shutdown day and the extension of the Christmas shutdown period from 48 to 72 hours with an additional 16 hours of pay. This latter option will be adopted by the employer in accordance with prevailing provisions in area mills. In addition to the above, there are 6 floating holidays each year (unchanged).

Paid Vacation: Effective May 1, 1980, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Effective May 1, 1981, 5 weeks after 20 years. Effective May 1, 1982, 6 weeks after 25 years.

Bonus Vacation - 1 extra week upon completion of 5th, 12th, 22nd, or 27th year of service (unchanged).

Supplementary Vacation - 1 to 5 weeks of additional vacation for employees with 25 or more years of service and age 60 to 64 (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 employer paid coverage (unchanged). \$15,000 (\$10,000) optional Life and \$15,000 optional A.D. & D. (new) at a cost to the employee of 35¢ (30¢) per \$1,000 of coverage.

Weekly Indemnity - Benefits being received by current recipients will increase to reflect general increase in wage structure.

Dental Plan - Effective June 1, 1980, payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Past Service Credit - Effective May 1, 1981, \$13 (\$12) per month per year of service prior to October 1, 1964. Effective May 1, 1982, \$14.

Somerville Belkin Industries Limited at London - Local 30, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 15, 1980 to May 14, 1982, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 15/80	May 15/81
General Increases		10%	9%
General Labour II		\$7.39-\$7.67 (\$6.72-\$6.97)	\$8.06-\$8.36
Electrician I		\$10.14-\$10.53 (\$ 9.22-\$ 9.57)	\$11.05-\$11.48

Probationary period is 45 working days. Maximum rates for General Labour II are reached after 60 working days and after 30 working days for Electrician I.

Cost of Living Allowance:

Inoperative, as in previous contract.

Off-Shift Premium:

15% higher than base rate to a maximum of 50¢ (45¢) per hour.

Paid Vacation:

4 weeks after 13 (15) years' service. Effective May 15, 1981, 4 weeks after 12 years.

Health and Welfare:

Life Insurance and A.D. & D. - Effective May 15, 1981, \$15,000 (\$14,000) coverage.

Weekly Indemnity - Effective May 15, 1981, benefit increases to 70% of weekly earnings to a maximum of \$170 (\$160) per week, payable on a 1-1-26 basis.

Dental Plan (new) - Effective September 1, 1980, employer pays 100% of premium cost for basic plan.

METAL FABRICATING

Wallace Barnes Company, Limited, Associated Spring Operations, Barnes Group, formerly Wallace Barnes Company Limited at Burlington and Hamilton - Local 8761, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1980 to March 31, 1983, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
General Increases		8¢	Co-operative Wage Study Plan average cost 35¢ per hour
COLA Fold-in		\$1.46	
Light Production Worker		\$6.52 (\$4.98)	
Tool and Die Maker I		\$9.47 (\$7.93)	
Effective		<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
General Increases		25¢	25¢
Light Production Worker			
Tool and Die Maker I			

Settlement Pay: \$400.

Cost of Living Allowance: 1¢ for each 0.5 point increase in the Consumer Price Index - 1961=100, adjusted quarterly. (unchanged).

Effective April 1, 1982, 1¢ for each 0.35 point rise in the CPI - 1971=100.

Health and Welfare: Life Insurance and A.D.&D. - \$11,000 (\$10,000) coverage.

Weekly Indemnity - \$183 (\$173) maximum coverage.

Dental Plan - Employer pays 100% (75%) of premium costs.

Pension Plan: \$9.50 (\$9) per month per year of service. Effective April 1, 1981, \$10 per month per year of service.

Retirees to receive an additional 25¢ pension per month per year of service.

Effective April 1, 1982, retirement age is 63 (64) years with no actuarial reduction.

MACHINERY

White Farm Equipment, Division of White Motor Corp. of Canada, Ltd. at Brantford - Local 458, Auto Workers (CLC) (1,000 hourly rated employees): A 36-month renewal agreement effective from May 1, 1980 to April 30, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 3/80</u>	<u>May 2/81</u>	<u>May 1/82</u>
General Increases		3%	3%	3%
COLA Fold-in (Day Workers)		\$1.76		
Skilled Trades Adjustment		10¢		
<u>Day Workers</u>				
Labourer		\$9.08 (\$7.11)	\$9.35	\$9.63
Assembler		\$9.46 (\$7.48)	\$9.74	\$10.03
Tool & Die Maker		\$10.99 (\$8.86)	\$11.32	\$11.66

Cost of Living Allowance: An allowance of \$1.81 was being paid at the end of the previous agreement. Following the fold-in of \$1.76, 5¢ was left as a float.

1¢ per 0.26 (0.35) change in the average Consumer Price Index - 1971 (1961)=100, calculated quarterly. Paid in a lump sum each quarter. Beginning with the adjustment scheduled to be made June 1982, 1¢ per 0.225 change.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-26¢-38¢ (0-24¢-36¢).

Paid Holidays: General - The 2nd Monday in February is added for a total of 14 days.

Random Days (Paid Bonus Days) - 7 (4) days per contract year for all employees with 1 or more years of seniority.

Paid Vacation: 2 weeks with 4% pay after 1 year's service, 2 1/2 weeks with 5% pay after 3 years, 3 weeks with 6% pay after 5 years, 3 1/2 weeks with 7% pay after 10 years, 4 weeks with 8% pay after 15 years and 5 weeks with 10% pay after 20 years (all unchanged).

Health and Welfare: Life Insurance - Effective June 1, 1980, \$21,500-\$30,000 (\$13,500-\$22,000) coverage according to average hourly rate.

Life Insurance for Future Retirees - \$2,800 (\$2,500) coverage.

A.D. & D. - Effective June 1, 1980, \$10,750-\$15,000 (\$6,750-\$11,000) coverage according to average hourly rate.

Weekly Indemnity - Effective June 1, 1980, \$220-\$315 (\$135-\$230) according to average hourly rate. Employees hired after August 1, 1980 and prior to obtaining 1 year of seniority receive 75% (100%) of applicable benefits.

Long Term Disability (Monthly Extended Disability) - Effective June 1, 1980, employees with less than 10 years of seniority \$800-\$1,135 (\$500-\$830); employees with 10 or more years of seniority \$880-\$1,245 (\$545-\$915) according to average hourly rate.

Dental Plan - Effective August 1, 1980, \$1,000 (\$750) annual maximum coverage. Lifetime maximum for orthodontics set at \$800 (\$650). Payments to be based on the 1979 Ontario Dental Association fee schedule. Effective August 1, 1981, the 1980 O.D.A. fee schedule. Effective August 1, 1982, the 1981 fee schedule.

Vision Care - Effective June 1, 1980, \$7.50 deductible per pair of glasses (80%-20% co-insurance). Effective May 1, 1981, coverage extended to retirees.

Bridge and Transition Benefits - \$300 (\$250) maximum.

Pension Plan: Earnings Limitation/With Regard to Supplemental Pension - Effective in 1980, \$4,500 (\$2,500). Effective in 1981, \$5,000. Effective in 1982, \$5,500.

Supplementary Unemployment Benefit Plan: Employer Contributions - Effective May 1, 1980 ranges from 0 when the trust fund is at 100% or more of required level to 18¢ (15¢) when the fund is below 20%. Effective May 1, 1981, 0-19¢. Effective May 1, 1982, 0-21¢.

Safety Shoe Allowance: Employer pays 50% (40%) of cost to a maximum of \$30 (\$16) for 1 pair per year, except shipping department employees working outside - 2 pairs.

Moving Allowance: (new):	<u>Miles Between Factories</u>	<u>Single Employee</u>	<u>Married Employee</u>
	0-49	\$0	\$0
	50-99	\$500	\$1,125
	100-299	\$560	\$1,240
	300-499	\$605	\$1,300
	500-999	\$735	\$1,535
	1,000 or more	\$845	\$1,760

Tuition Refund: \$500 (\$350) maximum per year for courses at approved business, trade, vocational, or secondary schools, and \$1,000 (\$700) if at an accredited college.

Bata Engineering, a Division of Bata Industries Limited at Batawa, Frankford and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1980 to March 14, 1982, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>Mar. 15/80</u>	<u>Mar. 15/81</u>
General Increases		8%	10%
Material Handler		*\$5.56-\$5.92 (\$4.79-\$5.29)	\$6.12-\$6.51
Toolmaker A		*\$8.32-\$8.91 (\$7.30-\$7.92)	\$9.15-\$9.80

Probationary period is 8 weeks. Maximum rates are reached after 6 months for Material Handler and after 18 months for Toolmaker A.

*Note: Current rates reflect restructuring of wage grid.

Shift Premium: Effective March 15, 1980, 0-27¢-30¢ (0-24¢-27¢).

Lead Hand Premium: \$25(\$10) per week.

Overtime Pay: Double time (time and one-half) for overtime on statutory holidays.

Paid Holidays: 1 floating holiday or Heritage Day if declared is added for a total of 11 days.

Paid Vacation: Effective March 15, 1981, 3 weeks after 5(8) years' service, 4 weeks after 15 (20) years, 4 weeks and 2 days (4 weeks) after 20 years, 4 weeks and 3 (1) days after 25 years and 5 weeks (new) after 34 years.

Bereavement Leave: 1 day's paid leave to attend the funeral of brother-in-law, sister-in-law or grandparents (new).

Health and Welfare: Life Insurance - \$10,000 (\$7,000) coverage.
Weekly Indemnity - Payable on a 1-1-8-26(1-26) basis.
Major Medical and Prescription Drugs (new) - Employer pays 90% of the costs of prescription drugs. \$25 deductible per family per year. Plan also provides Osteopath, chiropractor and Naturopath coverage, and semi-private hospital coverage.

Mileage Allowance: Tractor Trailer mileage increased to 10¢(9¢) per mile.

Safety Shoe Allowance: Employer pays \$35 (\$30) per year.

Safety Prescription Glasses: Employer pays \$20(\$18) per year.

TRANSPORTATION EQUIPMENT

Wajax U.E.C. Limited, formerly Smith Bros. Motor Bodies Limited at Markham - Local 303, Auto Workers (CLC): A 24-month renewal agreement effective from May 15, 1980 to May 14, 1982, covering 240 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 15/80	May 15/81
General Increases		35¢	30¢
COLA Fold-in		60¢	
Job Class 5 (includes Labourer)		\$7.38-\$7.52 (\$6.43-\$6.57)	\$7.68-\$7.82
Job Class 14 (includes Fitter)		\$8.13-\$8.33 (\$7.18-\$7.38)	\$8.43-\$8.63

Probationary period is 45 days worked. Maximum rates are reached after two 45-day increases.

Cost of Living Allowance: 1¢ per 0.34 point rise in the Consumer Price Index - 1971=100 (Basic formula is unchanged).
Effective May 15, 1981, 1¢ per 0.3 point rise in the C.P.I. - 1971=100.

Paid Holidays: 1 additional inventory taking day to be a paid holiday, for a total of 13 days.

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.

Weekly Indemnity - Benefits of 66 2/3% of weekly earnings up to a maximum \$240 (\$171) per week.

Dental Plan - Employer pays 100% of premium costs for Green Shield Basic Plan Plus 3 (Plus 2) or equivalent. Payments are based on the current (1979) Ontario Dental Association fee schedule.

Pension Plan: Employer contributes 15¢ (10¢) per hour.

Safety Shoe Allowance: Employer pays \$42 (\$32) maximum for one pair of safety shoes per year.

TRW Canada Ltd. (Thompson Products Division) at St. Catharines - Employees' Association (Ind.) (1,000 hourly rated plant employees): A 36-month renewal agreement effective from May 1, 1980 to April 30, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>	<u>May 1/82</u>
COLA Fold-in		\$1.33		
General Increases		3%	3%	3%
Skilled Trades Adjustments		10¢	10¢	10¢
General Labour-Sweeper	\$8.544-\$8.750 (\$6.965-\$7.165)	\$8.800-\$9.013	\$9.064-\$9.283	
Electrician	\$10.336-\$10.542 (\$8.608-\$8.808)	\$10.746-\$10.958	\$11.078-\$11.387	
Master Maker	\$10.700-\$10.906 (\$8.961-\$9.161)	\$11.121-\$11.333	\$11.555-\$11.773	

Cost of Living Allowance: \$1.33 of the \$1.386 float at the conclusion of the previous agreement has been incorporated into the wage structure. The remaining 5.6¢ will continue as a float.

1¢ per 0.3 change in the Consumer Price Index - 1971=100, adjusted quarterly throughout. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-35¢-45¢ (0-25¢-35¢).

Paid Holidays: Personal Paid Holidays (new) - Requires 1 year seniority. First year - 1 day, second year - 3 days, third year - 3 days.

Christmas Shutdown - Guaranteed 2 weeks. (Previously, not necessarily 2 weeks, depending on the calendar.)

Total Number of Holidays During Agreement - 61 including PPH, Christmas shutdown, and statutory holidays (previously 54).

Paid Vacation
(unchanged):

2 weeks with 98 hours of pay after 1 year's service, 2 weeks with 118 hours of pay after 3 years, 3 weeks with 148 hours of pay after 5 years, *3 weeks with 168 hours of pay after 10 years, *4 weeks with 188 hours of pay after 15 years, *4 weeks with 208 hours of pay after 20 years and *5 weeks with 248 hours of pay after 25 years.

*May elect to take an additional week of time off.

Employees may elect to work all time in excess of 2 weeks.

Bereavement
Leave:

Son-in-law, daughter-in-law and spouse's grandparent are added for 1 day's paid leave.

Health and
Welfare:

Weekly Indemnity - Benefits equal 66 2/3% of straight time hourly earnings including COLA (previously COLA not included), to a weekly maximum of \$225 (\$200) May 1, 1980, \$245 May 1, 1981 and \$270 May 1, 1982. The plan pays for 15 to 52 weeks depending on length of service (unchanged).

Major Medical - \$100,000 (\$10,000) life-time coverage. No co-insurance (previously 80%-20%). Chronic care covered (new).

Hearing Care (new) - \$250 maximum.

Vision Care - \$80 (\$40) every 2 years.

Dental Plan - Comprehensive (basic) coverage. Follows current Ontario Dental Association fee schedules. Retirees and their dependants given basic, preventative coverage (new).

Pension Plan:

Basic Monthly Benefit Per Year of Service - For retirements on or after May 1, 1980, \$14 (\$12); May 1, 1981, \$15; May 1, 1982, \$16.

Supplementary Monthly Benefit Per Year of Service (To a Maximum of 30 Years) - For retirements on or after May 1, 1980, \$12 (\$10.50); May 1, 1981, \$13; May 1, 1982, \$14.

Supplementary
Unemployment
Benefit Plan:

Maximum Funding Level - \$500 (\$425) per employee.

Payment of Insurance Benefits During Layoff - The employer pays required health and welfare premiums during first 60 days of layoff. (Previously, employees eligible to receive S.U.B. benefits at the time of layoff, had their premiums maintained for up to 2 months through deductions made from the S.U.B. fund.)

Tool Allowance:

\$500 (\$350) at the successful completion of the employee's apprenticeship program. The allowance will be \$200 (\$100) for Tool and Cutter Grinder.

ELECTRICAL PRODUCTS

Canadian Admiral Corporation Limited at Mississauga - Local 545, Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated employees): A 36-month renewal agreement effective from March 15, 1980 to March 14, 1983, covering 447 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 15/80</u>	<u>Nov. 1/80</u>	<u>Mar. 15/81</u>
	General Increases	75¢	25¢	35¢
	Skilled Trades Adjustments	\$1.00 for Journeyman I, Journeyman Electrician and Carpenter; 25¢ per hour for Journeyman II		
	Additional Adjustments	Some reclassifications.		
	Labour Grade 4	\$6.06-\$6.22 (\$5.31-\$5.47)	\$6.31-\$6.47	\$6.66-\$6.82
	Journeyman 1st Class	\$9.30-\$9.42 (\$7.55-\$7.67)	\$9.55-\$9.67	\$9.90-\$10.02
	Journeyman Electrician	\$9.45-\$9.57 (\$7.70-\$7.82)	\$9.70-\$9.82	\$10.05-\$10.17
	Effective	<u>Sept. 1/81</u>	<u>Dec. 1/81</u>	<u>Mar. 15/82</u>
	General Increases	20¢	20¢	35¢
	Labour Grade 4	\$6.86-\$7.02	\$7.06-\$7.22	\$7.41-\$7.57
	Journeyman 1st Class	\$10.10-\$10.22	\$10.30-\$10.42	\$10.65-\$10.77
	Journeyman Electrician	\$10.25-\$10.37	\$10.45-\$10.57	\$10.80-\$10.92
	Effective	<u>Sept. 1/82</u>	<u>Dec. 1/82</u>	
	General Increases	30¢	30¢	
	Labour Grade 4	\$7.71-\$7.87	\$8.01-\$8.17	
	Journeyman 1st Class	\$10.95-\$11.07	\$11.25-\$11.37	

Effective	<u>Sept. 1/82</u>	<u>Dec. 1/82</u>
Journeyman Electrician	\$11.10-\$11.22	\$11.40-\$11.52

Probationary period is 35 days worked. Maximum rates are reached after three 3-month increases.

Lead Hand Premium: 30¢(20¢) per hour. Effective March 15, 1981, 35¢ per hour.

Paid Holidays: Effective March 15, 1982, 1 floating holiday is added for a total of 13 days.

Paid Vacation: 4 weeks after 13(14) years' service and 5 weeks after 21(23) years. Effective March 15, 1981, 5 weeks after 20 years. Effective March 15, 1982, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D.&D. - \$10,000(\$8,000) coverage. Effective March 15, 1981, \$12,000 coverage.

Weekly Indemnity - Payable on a 1-1-7-26(1-1-8-26) basis.

Drug Plan - 35¢ per prescription deductible (new).

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - Effective March 15, 1982, 40¢(35¢) per paid hour.

Electrohome Limited at Cambridge - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated employees): A 14-month renewal agreement effective from April 1, 1980 to May 31, 1981, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/80</u>
	General Increase	8% + 10¢
	Grade 3 (includes General Labourer)	\$4.93-\$5.27 (\$4.47-\$4.79)
	Grade 15 (includes Precision Tool Maker)	\$7.42-\$8.43 (\$6.78-\$7.71)

Probationary period is 30 worked days for General Labourer and 90 worked days for Precision Tool Maker. Maximum rate for General Labourer is reached after 18 weeks and, for Precision Tool Maker, after 40 weeks.

Shift Premium: 0-15¢-22¢-27¢ (0-15¢-20¢-25¢) per hour.

Bereavement Leave: Brother-in-law and sister-in-law are included in 1 day's paid leave to attend funeral.

Health and Welfare: Life Insurance for Retirees (new) - Employer will provide 50% paid up Life Insurance upon retirement.

Weekly Indemnity - Payable on a 1-1-26 (3-3-26) basis.

Dental Plan (new) - Employer pays 60% of premium costs for a new basic dental plan comparable to Blue Cross Dental Plan No.7. Payments are based on the 1980 Ontario Dental Association fee schedule.

Safety Shoe Allowance (new): Employer pays 50% of the cost per pair of safety shoes, to a maximum \$20.

AEL Microtel Ltd., formerly GTE Automatic Electric at Brockville - Local 526, Electrical Workers (IUE) (AFL-CIO/CLC) (600 hourly rated plant employees): A 12-month renewal agreement effective from May 12, 1980 to May 11, 1981, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	May 12/80
	General Increase	65¢
	Assembler	\$7.20-\$7.38
	Labour Grade 1	(\$6.55-\$6.73)
	Punch Press Setup	\$7.71-\$8.08
	Operator	(\$7.06-\$7.43)
	Labour Grade 13	
	Tool & Die Maker	\$8.31-\$9.13*
	Labour Grade 23	(\$7.66-\$8.38)
Settlement Pay:	\$80 in lieu of retroactivity for the period May 12-23, 1980.	
Cost of Living Allowance:	Suspended (unchanged).	
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	12 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years and 5 weeks after 22 years (all unchanged).	
Pension Plan:	<u>Basic Benefit</u> - \$11 (\$10.50) per month per year of service.	
Tool Allowance:	*10¢ (5¢) per hour added to maximum of Labour Grade 21 and above.	

Controls Company Canada Limited at St. Thomas - Local 4990, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement, effective from March 24, 1980 to March 20, 1983, covering 425 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 2/80	Mar. 24/81	Mar. 22/82
	General	27¢	20¢	17¢
	Increases			

	<u>Mar. 2/80</u>	<u>Mar. 24/81</u>	<u>Mar. 22/82</u>
Skilled Trades Adjustment	20¢-60¢		
Assembler	\$4.61 (\$4.34)	\$4.81	\$4.98
Toolmaker	\$8.61 (\$7.74)	\$8.81	\$8.98

Previous rates reflect a 24-cent COLA fold-in.

Lump Sum Payment:	Employer pays \$100 retroactive to March 24, 1980.
Cost of Living Allowance:	1¢ per 0.7 point rise in the Consumer Price Index - 1971=100. Capped at 28¢ each year. First payment March 1980. (Previously, 1¢ per 0.7 point rise in the CPI - 1971=100, adjusted quarterly. No cap.)
Paid Holidays:	Effective February 1981, Heritage Day is added for a total of 12 days.
Paid Vacation:	Effective in 1980, 3 weeks after 8(9) years' service. Effective in 1981, 4 weeks after 17(18) years.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective March 23, 1981, \$5,000 (\$4,000) coverage. <u>Weekly Indemnity</u> - Benefits increase to U.I.C. maximum (\$147 per week) and will float with the U.I.C. maximum.
Bereavement Leave:	Grandparents and grandchildren are included for 1 day's paid leave to attend funeral.
Safety Shoe Allowance:	Employer pays \$10(\$5) toward the cost of safety shoes.
Safety Prescription Glasses:	Employer pays \$20 (\$10) towards the cost.

TRANSPORTATION

Air Canada, system-wide - District Lodge No.148, Machinists (AFL-CIO/CLC) (7,990 employees): A 24-month renewal agreement effective from March 31, 1980 to March 28, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 31/80</u>	<u>Mar. 31/81</u>
	General Increases	11.5%	10.5%
	<u>Weekly Rates</u>		

	<u>Mar. 31/80</u>	<u>Mar. 31/81</u>
<u>Maintenance Branch</u>		
Janitor 1-2	\$282.94-\$309.72 (\$253.76-\$277.78)	\$312.65-\$342.24
Mechanic 1-4	\$401.48-\$464.94 (\$360.07-\$416.99)	\$443.64-\$513.76
Aircraft Inspector	\$537.39 (\$481.96)	\$593.82
<u>Customer Service Branch</u>		
Station Attendant 1-5	\$277.51-\$366.15 (\$248.89-\$328.39)	\$306.65-\$404.60
Station Agent II-2	\$438.65 (\$393.41)	\$484.71
<u>Purchasing and Supply Branch</u>		
Stockkeeper 1-5	\$277.51-\$366.15 (\$248.89-\$328.39)	\$306.65-\$404.60
Senior Lead Stockkeeper	\$435.71 (\$390.77)	\$481.46

Probationary period is 18 (13) weeks.

Hours of Work: 40 per week - for undertime and overtime purposes, hourly rates are calculated by dividing weekly rates by 37 1/2 (unchanged).

Shift Premium: Afternoon shift, 37¢ (32¢) per hour; midnight shift, 44¢ (39¢); irregular shift, 48¢ (43¢).

Paid Holidays: 11 per year (unchanged). Effective January 1, 1981, if a holiday falls on a regular scheduled day off, another will be granted or 12 (8) hours' pay at straight time in lieu of holiday.

Paid Vacation: Effective January 1, 1981, 3 weeks after 3 (5) years' service, also 2 weeks after 1 year, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Health and Welfare: Group Disability Income Insurance Plan - Effective January 1, fits to be indexed at 1% for each 1% rise in the Consumer Price Index above 3%, capped at 5%.

Vision Care Plan (new) - Effective January 1, 1981, with employer paying full cost. Maximum claim for eyeglasses or contact lenses is \$60 in any 24-month period for employees or dependants.

Tank Sealers Allowance: \$40 (\$25) per month.

Uniform Cleaning Allowance: \$12 (\$8) per month.

Severance Pay: 2 weeks after 1 year of service plus 1 additional week per additional year of service to a maximum of 20 (13) weeks' pay.

Longevity Pay: 4¢ per hour commencing the first pay period following completion of 10 years' service, plus 1¢ per hour for each additional year of service to a maximum of 15¢ (10¢) per hour.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC)
(15,200 salaried and hourly rated employees): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 3/80</u>	<u>Apr. 2/81</u>
	General Increases		
	Hourly	8% + 25¢ per hour	8%
	Salaried	See note	See note

Hourly Rates

Labourer	\$8.58 (\$7.71)	\$9.27
Electrician	\$11.77 (\$10.67)	\$12.71
Electrician Journeyman "AA"	\$12.36 (\$11.20)	\$13.35

Weekly Rates

Grade 51 (includes Office Juniors)	\$235.53-\$250.56 (\$210.24-\$223.66)	\$254.37-\$270.61
Grade 66 (includes Senior Control Technician)	\$584.55-\$621.86 (\$533.11-\$567.14)	\$625.84-\$665.79

NOTE: Salaried Increases - Effective April 3, 1980, 8% plus \$9 per week to all positions except clerical/technical/technologist schedule. The latter receives above increase near bottom and top of schedule and then maintains an increment of 6.24766% between middle grades. Effective April 2, 1981, 8% to all positions except clerical/technical/technologist schedule. The latter receives 8% near the bottom and 7% near the top and prorates steps between to produce a differential of 6.18576% between middle grades.

Cost of Living Allowance:	1% per 1% that the Consumer Price Index - 1971=100 exceeds an 8% increase over the CPI for March 1981. Calculated quarterly. Capped at a total payout of 4%. (The previous agreement provided for an escalator clause in the event the parties negotiated an agreement for a term of more than one year.)
Hours of Work:	Weekly-salaried employees - most work 35 per week: some work 37 1/2 or 40 at times. Hourly-rated employees - 40 per week. (All unchanged.)
Shift Premium:	0-32¢-42¢ (unchanged). Effective April 2, 1981, 0-35¢-50¢. Applies to most employees on shift work.
Standby Pay:	48¢ (45¢) per hour, except Saturday, Sundays and holidays when the rate will be 62¢ (57¢) per hour for a full 24-hour period each day on standby. Applies to Electrical Operators, Thermal Generating Station employees and to Trade employees on "Service Duty" outside of regular hours.
Paid Holidays:	Effective January 1, 1981, 10 designated days (unchanged) plus 3 (2) floating holidays. Also provision for possible extra 1/2 day or full day during the Christmas week depending on the day of the week that Christmas or New Year's falls (unchanged). If declared, time off with pay for Remembrance Day (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged). <u>Vacation Bonus</u> - 1 day's base pay after 26 years to 10 days' base pay after 35 years (unchanged).
Adoption Leave (new):	If child is less than elementary school age, leave will be equivalent to either normal or extended maternity leave. If elementary school age or older, duration of leave will be based on the recommendation of the adoption agency with the final decision being made by the employer's chief physician.
Health and Welfare:	<u>Extended Health Benefit Plan</u> - The following coverage has been added effective June 1, 1980: <u>Psychological Counselling Service</u> - \$200 per year for psychologist fees. <u>Registered Masseur Fees</u> - When authorized by a physician, up to \$7 per treatment for not more than 12 treatments per year. <u>Speech Therapist</u> - When authorized by a physician or dentist, up to \$200 per year. <u>Hearing Aids</u> - Benefits are payable once every 36 months on the written prescription of an audiologist. <u>Injectables</u> - Drugs, serums, insulin on the written prescription of a physician or dentist. <u>Long Term Disability</u> - An ad hoc adjustment of 8% will be granted recipients of benefits prior to January 1, 1978.

Dental Plan - Effective June 1, 1980, orthodontic coverage is added on a 50% co-insurance basis to a maximum of \$1,000. Payments of all benefits to be based on the 1981 (1980) and the 1982 Ontario Dental Association fee schedules as available.

Pension Plan: Early Retirement - Effective January 1, 1981 male employees age 58 (60) or over with 27 (25) years' service may retire early with no loss of accrued benefits.

Board and Lodging Allowance: Effective April 3, 1980, \$15 (\$9) per day. Effective April 2, 1981, \$18 per day.

Meal Allowance: \$4.25 (\$3.50).

Mileage Allowance: Effective January 1, 1980, 16¢ (15¢) per kilometre. Increased automatically through a formulated index.

Protective Footwear Allowance: For employees required to wear protective footwear - Effective April 3, 1980, employer pays 50% of cost of a maximum of \$40 (\$30) per pair for 2 pairs per year. Effective April 2, 1981, maximum of \$50 per pair.

Other employees - Effective April 3, 1980, employer pays 33 1/3 of cost to a maximum of \$8 per pair, for 2 pairs per year (unchanged).

Tool Requirement: Employees in designated weekly-salaried categories are required to provide, at their own expense, the ordinary hand tools of the trade (new). (Previously, requirement applied to tradesmen only).

Travel Allowance: For commuting from residence to a temporary work site outside of regular headquarters, effective May 14, 1980, ranges from \$8 to \$16.25 (\$7 to \$14) per day depending on distance. Effective April 2, 1981, \$8.75 to \$17. Different schedule for field construction employees.

Travel Time: On periodic return to headquarters for employees assigned to a temporary headquarters, payment at straight time to maximum 8 hours (new).

Retrogression Policy: Medically retrogressed employees who are 55 years of age or older and have 25 or more years of service - job rate including any negotiated wage increases maintained until they reach age 60, at which time their rates will be frozen. (Previously, all employees age 55 or more who were subject to retrogression had their rates frozen immediately.)

Housing Assistance Plan (new): Negotiated, but not part of the agreement and resolved on the issuance of a Corporate Policy. Policy provides a housing buy-back program and an advance on equity scheme to those employees who are 'forced to relocate by the Corporation'.

WHOLESALE TRADE

Samuel, Son and Co. Limited at Mississauga - Local 6398, Steelworkers (AFL-CIO/CLC) :

A 24-month renewal agreement effective from May 6, 1980 to May 5, 1982, covering 320 employees, settled at the post conciliation, bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 6/80	May 6/81
General Increases		9.75%	4.5%
COLA Fold-in		35¢	
Group 1 (Labour)		\$7.29 (\$6.29)	\$7.59
Maintenance Electrical		\$9.04-\$9.14 (\$7.88-\$7.98)	\$9.41-\$9.51

Probationary period is 60 calendar days. Maximum rates for Maintenance Electrical are reached after 4 months.

Cost of Living Allowance: Effective in 1981, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. 3 quarterly adjustments. (Basic formula is unchanged.)

Health and Welfare: Prescription Eyeglasses - Effective May 6, 1981, \$60 (\$40) for lenses and \$25 (\$15) for frames.

Pension Plan: \$9 (\$8) per month per year of service.

EDUCATION AND RELATED SERVICES

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees

(CLC) (500 caretakers, matrons and maintenance employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/80	Aug. 1/80	Jan. 1/81	Aug. 1/81
General Increases		7%	3%	7%	3%
Additional Adjustments					4¢ for caretakers and general help
Caretaker		\$7.02-\$7.43 (\$6.56-\$6.94)	\$7.23-\$7.65	\$7.74-\$8.19	\$8.01-\$8.48
Maintenance "A"		\$9.41 (\$8.79)	\$9.69	\$10.37	\$10.68
Plumber		\$11.90 (\$11.12)	\$12.26	\$13.12	\$13.51

Hours of Work:	40 per week (unchanged).
Certificate Allowance:	4th Class Engineer's Certificate - \$200 (\$100) per year. 3rd Class Engineer's Certificate - \$400 (\$300) per year.
Shift Premium:	Effective May 12, 1980, 0-33¢-33¢ (0-28¢-30¢). Effective January 1, 1981, 0-35¢-35¢.
Paid Holidays:	11 days per year, including Remembrance Day if also a school holiday (unchanged) plus June 30, 1980 and January 2, 1981 both of which will be non-recurring. Employees working on either of these new days will be paid at straight time and receive equivalent lieu time off.
Paid Vacation:	5 weeks plus 1 day after 25 years' service, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years (all new). 6 weeks after 29 (30) years. Also, 3 weeks after 1 year, 4 weeks after 10 years and 5 weeks after 18 years (all unchanged).
Health and Welfare:	<u>Life Insurance</u> - Up to \$100,000 (\$80,000) of coverage. Employer pays 100% of premiums for first \$25,000 of coverage and 75% thereafter (unchanged). <u>Extended Health Care</u> - \$60 (\$40) allowance every 2 years for eye glasses. \$400 (\$300) allowance for hearing aids. Out-of-province and out-of-country coverage (new). <u>Employees on Long Term Disability</u> - OHIP and Extended Health Care premiums maintained by employer (new).
Mileage Allowance:	22¢ (19¢) per kilometre.

Hastings County Board of Education - Local 1022, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 24-month renewal agreement effective from April 19, 1980 to April 18, 1982, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 19/80</u>	<u>Jan. 1/81</u>
	General Increases	6%	4%
	Custodian	\$6.16-\$6.67 (\$5.81-\$6.29)	\$6.41-\$6.94
	Maintenance-A	\$7.31-\$7.58 (\$6.90-\$7.15)	\$7.60-\$7.88
	Effective	<u>Apr. 19/81</u>	<u>Oct. 18/81</u>
	General Increases	5%	5%

	<u>Apr. 19/81</u>	<u>Oct. 18/81</u>
Custodian	\$6.73-\$7.29	\$7.07-\$7.68
Maintenance-A	\$7.98-\$8.27	\$8.38-\$8.68

Maximum rate for Maintenance-A is reached upon completion of the 3 month probationary period and, for Custodian after one 3-month and 2 annual increases.

Safety Shoe
Allowance:

Employer contributes two-thirds of the cost, upon receipt.
(Previously, 50% every 2 years.)

Kent County Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(500 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Teacher - Category I 0-10 years		\$14,300-\$23,900 (\$13,170-\$21,720)	\$15,635-\$26,075
Teacher - Category IV 0-11 years		\$17,010-\$30,000 (\$15,700-\$27,500)	\$18,595-\$32,800
Vice Principal		\$33,650-\$36,250 (\$30,800-\$33,100)	\$36,400-\$39,200
Principal		\$38,450-\$41,250 (\$35,600-\$38,000)	\$41,600-\$44,600

Hourly Rates: Night School and Summer School - \$17.75 (\$16).

Driver Education

Classroom Instruction - \$17.75 (\$16).

Behind the Wheel Instruction - \$9.50 (\$8.50).

Tutoring - \$9.50 (\$8.50).

Responsibility
Allowances:

Director - \$2,500 (unchanged). Effective September 1, 1980,
\$2,550.

<u>Department Heads</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Major -	\$2,200 (unchanged)	\$2,300
Minor -	\$1,600 (unchanged)	\$1,750
Assistant -	\$1,300 (unchanged)	\$1,450

Extra Degree: \$500 (unchanged). Effective September 1, 1980, \$600.

Health and
Welfare:

Life Insurance - Maximum coverage may be extended to \$120,000 (\$90,000). The employer pays 100% of the premiums for the first \$90,000 (unchanged) and will pay any administration cost for employees electing to extend coverage. Employees pay for any added coverage.

Long Term Disability (new) - To be studied for possible implementation September 1, 1980. Employees would pay for the cost. The employer would pay any administration cost.

Coverage for Retirees (new) - Employees retiring early may maintain coverage in OHIP, Group Life, Extended Health Care and the Dental Plan as provided through the collective agreement by paying the premiums.

Educational Leave Fund: The employer contributes an annual amount equivalent to \$135 (\$130) per teacher. Effective September 1, 1980, \$140 per teacher.

Redundancy Policy: A "Four-over-Five-Year" plan has been instituted.

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 340 employees, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	Increases	\$530-\$1,700	\$500-\$600
	Teacher Level I 0-5 years	\$10,180-\$14,105 (\$9,650-\$13,350)	\$10,780-\$14,705
	Teacher Level IV 0-10 years	\$13,000-\$22,700 (\$12,450-\$21,700)	\$13,600-\$23,300
	Teacher Level VII 0-12 years	\$15,850-\$29,000 (\$15,000-\$27,300)	\$16,350-\$29,500

Responsibility Allowance: Principal - \$4,900-\$8,000 based on years of service (\$4,800-\$7,900 based on years of service and school size).

Vice Principal - \$1,700-\$2,600 (\$1,590-\$2,490).

Resource Teacher - \$2,200-\$2,600 (\$2,200)

Health and Welfare: Dental Plan - Employer pays 75% or \$40,000 (\$21,500) of premium costs, whichever is lower, towards the cost of basic dental plan.

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective September 1, 1979 to August 31, 1981, covering 483 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>May 1/81</u>
	Increases	\$852-\$2,219	7%	\$200
	Teacher D 0-5 years	\$11,022-\$14,295 (\$10,170-\$13,360)	\$11,794-\$15,296	\$11,994-\$15,496
	Teacher A1 0-11 years	\$14,633-\$23,890 (\$13,560-\$22,320)	\$15,657-\$25,562	\$15,857-\$25,762
	Teacher A4 0-11 years	\$17,293-\$30,549 (\$16,150-\$28,330)	\$18,504-\$32,687	\$18,704-\$32,887
Lump Sum Payment:	\$300.			
Health and Welfare:	<u>Long Term Disability (new)</u> - To be implemented by January 1, 1981. No further details available.			

Norfolk Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 275 employees, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Average Increases	8.9%	9.7%
	Teacher Category D 0-5 years	\$10,925-\$15,300 (\$10,000-\$14,000)	\$11,800-\$16,500
	Teacher Category A-1 0-10 years	\$14,250-\$23,330 (\$13,000-\$21,500)	\$15,400-\$25,100
	Teacher Category A-4 0-10 years	\$17,200-\$29,600 (\$15,800-\$27,400)	\$18,500-\$31,700
Health and Welfare:	<u>OHIP</u> - Effective September 1, 1980 employer pays 90%(75%) of premium costs.		
	<u>Long Term Disability</u> - Effective September 1, 1980 employee pays 100% of premium cost. (Previously, employer paid 50% of premium cost.)		
Evaluation for Grid Placement:	Based on Qualification Evaluation Council of Ontario Program 3 (Q.E.C.O.2).		

North York Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (745 caretakers and matrons): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
General Increases		5¢ + 7%	3%	7%	5¢ + 3%
Matron		\$6.01 (\$5.57)	\$6.19	\$6.62	\$6.87
Caretaker (after 1 year)		\$7.37 (\$6.84)	\$7.59	\$8.12	\$8.42
Head Caretaker (Combined Schools)		\$9.25 (\$8.59)	\$9.53	\$10.20	\$10.56

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective June 1, 1980, 0-33¢-33¢ (0-25¢-25¢). Effective January 1, 1981, 0-35¢-35¢.

Paid Holidays: 11 days per year, including Remembrance Day if it occurs on a week day (unchanged) plus June 30, 1980 and January 2, 1981, both of which will be non-recurring. Employees working on either of these new days will be paid at straight time and receive equivalent lieu time off.

Paid Vacation: 5 weeks after 18 (19) years' service, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years (all new) and 6 weeks after 29 (30) years. Also 3 weeks after 1 year and 4 weeks after 10 years (both unchanged).

Health and Welfare: Life Insurance - Up to \$100,000 (\$80,000) coverage. Employer pays 100% of premiums for first \$25,000 of coverage and 75% thereafter (unchanged).

Extended Health Care - \$60 (\$40) allowance every 2 years for eye-glasses. \$400 (\$300) allowance for hearing aids. Out-of-province and out-of-country coverage (new).

Employees on Long Term Disability - OHIP and Extended Health Care premiums maintained by employer (new).

Northumberland and Newcastle Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (600 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Teacher - Category D 0-6 years		\$11,702-\$15,035 (\$10,702-\$14,035)	\$11,752-\$15,085

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Teacher - Category A1 0-11 years	\$13,734-\$22,409 (\$12,734-\$21,409)	\$14,465-\$23,259
Teacher - Category A4 0-12 years	\$16,458-\$28,440 (\$15,458-\$27,440)	\$16,815-\$29,790

Principals
0-2 years

Schools with 8.9 or less teachers	\$31,940-\$33,940
Schools with 9.0 or more teachers	\$33,640-\$35,640

	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Effective		
Teacher - Category D 0-6 years	\$12,752-\$16,085	\$12,902-\$16,235
Teacher - Category A1 0-11 years	\$15,465-\$24,259	\$16,216-\$25,751
Teacher - Category A4 0-12 years	\$17,815-\$30,790	\$18,681-\$32,432

Principals
0-2 years

Schools with 8.9 or less teachers	\$33,290-\$35,290	\$34,640-\$36,640
Schools with 9.0 or more teachers	\$34,990-\$36,990	\$36,340-\$38,340

(Previously, principals received a responsibility allowance ranging from \$2,500 to \$5,700, depending on number of teachers.)

Incumbent Principals will move to new schedule at maximum prescribed rates. Principals not having a university degree will be limited to a maximum of \$30,000.

Responsibility
Allowances:

Vice-Principals - Effective September 1, 1979, \$2,800 (\$2,500).
Effective September 1, 1980, \$3,000.

Consultants - Effective September 1, 1979, \$2,800 (\$2,751).
Effective September 1, 1980, \$3,000.

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (950 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	Average	6%	1.9%
	Increases		
	Teacher - Level 1 0-6 years	\$10,409-\$14,532 (\$9,820-\$13,710)	\$10,605-\$14,806
	Teacher - Level 4 0-12 years	\$13,801-\$23,881 (\$13,020-\$22,530)	\$14,061-\$24,332
	Teacher - Level 7 0-14 years	\$16,790-\$29,680 (\$15,840-\$28,000)	\$17,107-\$30,240 0-13 years

	Effective	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	Average	6%	2.8%
	Increases		
	Teacher Level 1 0-6 years	\$11,241-\$15,694	\$11,560-\$16,140
	Teacher - Level 4 0-12 years	\$14,904-\$25,791	\$15,330-\$26,520
	Teacher - Level 7 0-12 years	\$18,133-\$32,054	\$18,650-\$33,000

Responsibility Allowances:	<u>1979/80</u>	<u>1980/81</u>
Principal		
K-8 Schools	\$5,300 (\$5,000)	\$5,618
Junior High Schools	\$6,890 (\$6,500)	\$7,303
Vice-Principal - 50% of the allowance paid to Principals.		
Co-ordinator	\$5,300 (\$5,000)	\$5,618
Substitute Principal	\$530 (\$500)	\$561
Consultant	\$1,696 (\$1,600)	\$1,797

Health and Welfare: Life Insurance - Effective September 1, 1980, an additional \$100,000 of optional coverage will be available to teachers in packages of \$10,000 with the teacher paying 100% of the premium.

Long Term Disability Plan (new) - Effective September 1, 1980, mandatory with teacher paying 100% of the premium. Plan provides 70% of monthly earnings less teacher's contribution to Superannuation; a waiting period of 90 calendar days and benefits payable to age 65; a 4% annual COLA; a teacher on L.T.D. to be considered on leave of absence without pay with fringe benefits maintained if employee pays full premium.

Lay-off: Teachers who are given notice of lay-off will be allowed up to 2 days' leave with pay to attend job search interviews or meetings (new).

Oxford County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 359 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	9.5% excluding increment
	Teacher - Group 1 0-11 years	\$13,893-\$22,775 (\$12,716-\$20,845)
	Teacher - Group 4 0-11 years	\$16,460-\$29,500 (\$15,065-\$27,000)
	Principal 0-3 years	\$37,148-\$40,426 (\$34,000-\$37,000)
	Vice Principal 0-3 years	\$33,980-\$35,946 (\$31,100-\$32,900)

Health and Welfare: Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

OHIP, Extended Health Care and Life Insurance - Based on September 1979 (September 1978) premium costs.

Tenure: Employer/employee committee established to consider strategies aimed at lessening impact of declining enrolment. Report due September 30, 1980.

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.) (645 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Increases (Apply to most steps)	7.5%	7.7%
	Teacher - Category E1 0-5 years	\$11,100-\$15,200 (\$10,100-\$14,150)	\$11,870-\$16,265
	Teacher - Category E4 0-9 years	\$14,260-\$24,310 (\$13,100-\$22,700)	\$15,345-\$26,170
	Teacher - Category E7 0-11 years	\$17,700-\$30,425 (\$16,300-\$28,300)	\$19,040-\$32,745
Responsibility Allowance:	Principal	\$4,200-\$5,800 (\$4,000-\$5,600)	

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (725 full-time operation and maintenance employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	General	7%	3%	7%	3%
	Increases				
	Additional	4¢ for Care-		4¢ for Main-	
	Adjustments	takers		tenance	
				Improvers and	
				Gardeners	
	Caretaker	\$6.97-\$7.44 (\$6.48-\$6.92)	\$7.18-\$7.66	\$7.68-\$8.20	\$7.91-\$8.45
	Bus Driver	\$7.46-\$7.99 (\$6.97-\$7.47)	\$7.68-\$8.23	\$8.22-\$8.81	\$8.47-\$9.07
	Plumber	\$12.14 (\$11.35)	\$12.50	\$13.36	\$13.76
Hours of Work:	40 per week (unchanged).				
Shift Premium:	Effective June 1, 1980, 0-33¢-33¢ (0-28¢-31¢). Effective January 1, 1981, 0-35¢-35¢.				
Paid Holidays:	11 days per year, including Remembrance Day if also a school holiday (unchanged) plus June 30, 1980 and January 2, 1981, both of which will be non-recurring. Employees working on either of these new days will be paid at straight time and receive equivalent lieu time off.				
Paid Vacation:	5 weeks plus 1 day after 25 years' service, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years (all new) and 6 weeks after 29 (30) years. Also 3 weeks after 1 year, 4 weeks after 10 years and 5 weeks after 18 years (all unchanged).				
Health and Welfare:	Life Insurance - Up to \$100,000 (\$80,000) coverage. Employer pays 100% of premiums for first \$25,000 of coverage and 75% thereafter (unchanged).				
	Extended Health Care - \$60 (\$40) allowance every 2 years for eye-glasses. \$400 (\$300) allowance for hearing aids. Out-of-province and out-of-country coverage (new).				
	Employees on Long Term Disability - OHIP and Extended Health Care premiums maintained by employer (new).				

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 355 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>
	Increases	27¢-49¢	3%
	Student	\$4.06-\$4.28 (\$3.79-\$4.00)	\$4.18-\$4.41
	Cleaner	\$4.27-\$4.77 (\$3.99-\$4.46)	\$4.40-\$4.91
	Matron	\$5.52-\$6.11 (\$5.06-\$5.62)	\$5.70-\$6.30
	Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	Increases	29¢-37¢	13¢-21¢
	Student	\$4.47-\$4.72	\$4.60-\$4.86
	Cleaner	\$4.71-\$5.25	\$4.89-\$5.45
	Matron	\$6.13-\$6.77	\$6.33-\$6.98

Probationary period is 60 working days. Maximum rates are reached after 1 year.

Sunday Premium: Double time (time and one-half) for Sunday work.

Paid Vacation: Vacation pay of 10.4% after 25 years' service, 10.8% after 26 years, 11.2% after 27 years, 11.6% after 28 years and 12% after 29 years. (Previously 12% after 30 years.)

Uniform Allowance: \$60 (\$50) annually for Matrons. Effective January 1, 1981, \$70.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (870 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance after a work stoppage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	Average	8.5%	6%	3.5%
	Increases			
	Teacher - Group 1 0-10 years	\$14,170-\$23,480 (\$13,000-\$21,600)	\$15,060-\$24,930	\$15,610-\$25,780
	Teacher - Group 4 0-12 years	\$16,730-\$30,650 (\$15,500-\$28,400)	\$17,636-\$32,408	\$18,264-\$33,480

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Principal 0-3 years			
School with less than 600 students	\$36,100-\$38,200 (\$33,600-\$35,700)	\$38,400-\$40,500	\$39,600-\$41,700
School with 600 students or more	\$37,900-\$40,000 (\$35,300-\$37,400)	\$40,300-\$42,400	\$41,600-\$43,700
Vice Principal 0-3 years	\$33,800-\$35,900 (\$31,400-\$33,500)	\$35,900-\$38,000	\$37,000-\$39,100
Cost of Living Allowance (new):	Each employee on staff on January 1, 1981 will receive \$100 for each full percentage point increase in the Consumer Prince Index-1971=100, over 9% for the period January 1, 1980 to December 31, 1980.		
Health and Welfare:	Optional Life Insurance - Self \$25,000, \$50,000 or \$75,000 (\$25,000 or \$50,000). Spouse \$10,000 and each dependant \$5,000 (new). One-time purchase with employee paying premiums.		

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 215 employees settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>
	Increases	\$16-\$19	\$6-\$7
	Clerical Assistant	\$213-\$247 (\$197-\$231)	\$219-\$254
	Administrative Assistant	\$243-\$283 (\$226-\$264)	\$250-\$291
	Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	Increases	\$15-\$20	\$9-\$10
	Clerical Assistant	\$234-\$272	\$244-\$281
	Administrative Assistant	\$267-\$311	\$277-\$321

Probationary period is 5 months. Maximum rates are reached on merit.

Paid Holidays:	1 additional day to be declared by the Board for a total of 12 days.
Paid Vacation:	6 weeks after 29 (30) years' service. 26 days after 25 years, 27 days after 26 years, 28 days after 27 years, and 29 days after 28 years (all new).
Health and Welfare:	Employer to pay the cost of insured medical plans for employee in receipt of Long Term Disability Plan benefits (new). <u>Life Insurance</u> - Employer pays 100% of premium cost for the first \$25,000 coverage and 75% of premium cost for any additional coverage up to a maximum of \$100,000 (\$80,000) coverage. <u>Extended Health Care</u> - Extended to provide out of province coverage. Maximum allowance for eyeglasses is \$60 (\$40) and for hearing aids \$400 (\$300).
Mileage Allowance:	21¢ (20¢) per kilometre. Effective January 1, 1981, 22¢ per kilometre.
Dispatching Allowance:	\$950 (\$900) per year. Effective January 1 1981, \$1,000 per year.

York County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,200 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 17 months.

Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
General Increases (Teacher-Grid)	6.75%	8.5%
Teacher - Category D 0-5 years	\$10,664-\$14,813 (\$9,990-\$13,876)	\$11,570-\$16,072
Teacher - Category A1 0-11 years	\$14,426-\$24,407 (\$13,514-\$22,864)	\$15,652-\$26,482
Teacher - Category A4 0-12 years	\$16,967-\$30,326 (\$15,894-\$28,408)	\$18,409-\$32,904
<u>Principals</u>		
0-5 years		
Schools with less than 500 students	\$30,954-\$35,328 (\$28,890-\$32,998)	\$33,752-\$38,542
Schools with 500 or more students	\$32,354-\$36,728 (\$30,613-\$34,720)	\$34,952-\$39,742

Responsibility Allowances: Master Teacher - Effective September 1, 1979, \$2,750-\$3,900 (\$2,625-\$3,725). Effective September 1, 1980, \$2,929-\$4,154.

Head Teacher - \$375 (\$350) per classroom.

Head Elementary Division - \$1,025 (\$975).

Lead Teacher - \$725 (\$675).

<u>Special Education Teacher (certificate)</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Elementary	\$400 (unchanged)	\$426
Intermediate	\$700 (unchanged)	\$746
Specialist	\$1,000 (unchanged)	\$1,066

Special Education Consultant - Effective September 1, 1979, \$3,250-\$4,350 (unchanged). Effective September 1, 1980, \$3,461-\$4,633.

Extra Degree: Effective September 1, 1979, ranges from \$200 to \$700 (unchanged) depending on degree. Effective September 1, 1980, ranges from \$213 to \$745.

Health and Welfare: Dental Plan - Effective September 1, 1980, payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Staffing Ratio: 20 to 1 (21.23 to 1).

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, service and maintenance employees): A 12-month renewal agreement effective from May 1, 1980 to April 30, 1981, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/80</u>
General Increase		10.5%
Additional Adjustment		8¢ for some positions
Building Custodian I		\$6.00 (\$5.35)
Fire Prevention Officer		\$7.37-\$8.51 (\$6.59-\$7.62)
Electrician		\$9.15 (\$8.20)

Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after 3 years, if merited.

Shift Premium: 0-20¢-35¢ (0-20¢-25¢).

Paid Vacation: 15 days after 2(4) years' service.

Education Allowance: Employer pays 100% of tuition costs for full-time employees enrolled in courses at University.

Certificate of Qualification: Employer pays 100% of Tradesmen License fee.

University of Toronto - Local 204, Service Employees (AFL-CIO/CLC) (700 non-teaching, non-clerical employees): A 12-month renewal agreement as the result of a scheduled wage reopener, effective from July 1, 1980 to June 30, 1981, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/80</u>
	General Increase	53¢
	Housemaid	\$6.01 (\$5.48)
	Bus Driver (Lead Hand)	\$7.80 (\$7.27)
	Chief Maintenance Worker	\$8.24 (\$7.71)

Health and Welfare: Semi-Private Hospitalization - Employer pays 75% of premium costs (previously employee paid).

Extended Health Care - Employer pays 75% of premium costs (previously employee paid).

Long Term Disability - Employer pays 80% (60%) of premium costs.

HEALTH AND WELFARE SERVICES

Welland County General Hospital at Welland - Local 89, Ontario Nurses' Association (Ind.) (full and part-time nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 248 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	7% approx.	7% approx. non-compounded
	<u>Full-time</u> (monthly rates)		
	Non-Registered Nurse*	\$1,275.76-\$1,488.76 (\$1,185.76-\$1,385.76)	\$1,365.76-\$1,591.76
	0-7 years		

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

Regular Part-time
(hourly rates)

Registered Nurse	\$8.10-\$9.37** (\$7.56-\$8.75)	\$8.64-\$9.98*
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*Special Start Rates - R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month effective October 1, 1978. Effective October 1, 1979, \$1,357. Similarly Non-Registered Nurses receive \$1,227 (\$1,105.76) per month effective October 1, 1978. Effective October 1, 1979, \$1,308.

**Rates include pay in lieu of fringe benefits.

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: The second Monday in February replaces the floating holiday for a total of 11 days (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross #7 Plan or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Temporary Responsibility Allowance: \$2.50 (\$2.00) per hour.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% of basic pay. Effective October 1, 1979, 12%. (Previously, 9% for regular part-time nurses and 6% for casual part-time nurses.)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories) at Chalk River and Deep River - Atomic Energy Allied Council (AFL-CIO/CLC) (500 employees): A 22-month renewal agreement effective from June 1, 1980 to March 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>June 1/80</u>	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
Average Increases		10.3%	2%	8%	2%
Stationary Engineer		\$6.76	\$6.90	\$7.45	\$7.58
Trainee Class II (Group 1)		(\$6.13)			

	<u>June 1/80</u>	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
Stationary Engineer Class IV (Group 5)	\$8.02 (\$7.28)	\$8.20	\$8.85	\$9.01
Electrician (Group 9)	\$9.77 (\$8.66)	\$10.00	\$10.85	\$11.06
Hours of Work:	40 per week (unchanged).			
Shift Premium:	0-27¢-35¢ (0-25¢-32¢). Effective April 1, 1981, 0-30¢-38¢.			
Saturday and Sunday Premium:	30¢ (new) per hour for regularly scheduled Saturday work plus evening or night shift differentials, where applicable. Effective April 1, 1981, 40¢. 95¢ (90¢) per hour for regularly scheduled Sunday work plus evening or night shift differentials, where applicable. Effective April 1, 1981, \$1.			
Paid Holidays:	11 days (unchanged).			
Paid Vacation:	Effective April 1, 1980, 17 days after 11 (12 1/2) years' service, 18 days after 12 (13) years, 20 days after 13 (13 1/2) years, 21 days after 17 (19) years, 22 days after 20 (21) years, 23 days after 22 (23) years, 24 days after 24 (25) years, 25 days after 27 years (unchanged) and 26 days after 29 years (unchanged). Also 2 weeks after 1 year and 3 weeks after 3 years (unchanged). Effective April 1, 1981, 17 days after 9 years, 18 days after 10 years, 20 days after 12 years, 21 days after 15 years, 22 days after 18 years, 23 days after 21 years, and 27 days (new) after 31 years.			
Bereavement Leave:	Grandchild is added for 1 day's paid leave.			
Health and Welfare:	<u>Life Insurance</u> - Effective April 1, 1981, employer pays 75% (60%) of premium costs. <u>Weekly Indemnity</u> - Employer pays 100% (80%) of premium costs. <u>Hospital-Medical</u> - Employer contributes \$42 (\$40) per month for family coverage and \$21 (\$20) for single coverage for OHIP and the Blue Cross Extended Health Care Plan including semi-private hospital coverage. Effective April 1, 1981, \$44 and \$22, respectively. <u>Sickness Supplement</u> - Effective April 1, 1981, 100% (75%) of normal straight time hourly earnings to a maximum of 3 days per year. <u>Long Term Disability (new)</u> - To be implemented upon sufficient enrollment. Employer pays 50% of premium costs. <u>Dental Plan (new)</u> - Effective July 1, 1980, employer pays 100% of premium costs for a basic plan.			

Retirement Compensation: For an employee who retires on immediate unreduced pension, 60% (unchanged) of a week's pay for each completed year of service - minimum \$170 (\$160) per year of service. Effective April 1, 1981, 75% to a maximum of 30 weeks.

PERSONAL SERVICES

Maple Leaf Village Investments Inc., formerly Foxhead Inn Limited at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>June 8/80</u>
Increases	12% for Non-Tipping employees 10% for Tipping employees		
Additional Adjustments			25¢ for maintenance trades and cashiers
Waitress or Waiter		\$3.00 (\$2.73)	\$3.00
Carpenter		\$4.14 (\$3.70)	\$4.39
Cook I (new)		\$5.88	\$5.88
	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Increases	10% for Non-Tipping employees 8% for Tipping employees	10% for Non-Tipping employees 8% for Tipping employees	10% for Non-Tipping employees 8% for Tipping employees
Additional Adjustments	10¢ for Waitress or Waiter		
Waitress or Waiter		\$3.34	\$3.60
Carpenter		\$4.83	\$5.31
Cook I		\$6.47	\$7.11

Minimum Rate Guarantee: The agreement stipulates that all rates will be no less than 5¢ above the Ontario minimum wage.

Paid Rest Period: One 15-minute rest period within each 4 hour work period (new).

Paid Vacation: For all employees, less than 1 year's service 4% of total earnings, 2 weeks and 4% after 1 year's service, 3 weeks and 6% after 6 years and 4 weeks and 8% after 14 years. (Previously, for full-time employees, 2 weeks after 1 year's service, 3 weeks after 9 years and 4 weeks after 15 years. For part-time employees, 4% of gross earnings after 1 year's service, 6% after 9 years, and 8% after 18 years.)

Health and Welfare: Life Insurance and A.D. & D. - Employer pays 100% (75%) of premium costs. \$10,000 (\$6,000) coverage.

Weekly Indemnity - Employer pays 100% (75%) of premium costs. Benefits of 66 2/3% of wages to a maximum of \$174 (\$75). Payable on a 1-8-17 basis.

Extended Health Care Drug Plan (new) - Employer pays 100% of premium costs. Deductibles are \$10 single and \$20 family.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group) (1,145 non-supervisory employees): A 12-month renewal agreement effective from December 24, 1979 to December 21, 1980, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 24/79</u>
	General Increase	8.25%
	Binding Operator 1 (Ottawa/Hull and Montreal)	\$6.42 (\$5.93)
	Binding Operator 3 (Vancouver)	\$13.07 (\$12.07)
	<u>Quebec and Ontario</u>	
	Offset Machine Operator 1 (after 4 years)	\$8.71 (\$8.05)
	Litho Pressman (over 63")	\$13.36 (\$12.34)
	<u>British Columbia</u>	
	Offset Machine Operator 1 (after 4 years)	\$11.97 (\$11.06)

Hours of Work: 35 or 37 1/2 per week, depending on location (unchanged).

Lead Hand Differential: 50¢ (40¢) above his basic hourly wage rate or the basic hourly wage rate of the highest paid tradesmen reporting to him, whichever is greater.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 25 (27) years. Also 2 weeks after 1 year and 3 weeks after 4 years (unchanged).

Health and Welfare: Sick Leave - 1 day per month (5/6). Up to 12 (10) days may be advanced to employees with at least 3 years of service.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (3,900 cadets and police officers): A 12-month renewal agreement effective from April 1, 1980 to March 31, 1981, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>July 1/80</u>
	General Increases	8%*	2.13%
	<u>Annual Rates</u>		
	Constable (Probationary) 1-12 months	\$17,000 (\$16,010)	\$17,360
	Constable (3rd Class) 12-24 months	\$19,765 (\$18,300)	\$20,185
	Constable (1st Class) 36 or more months	\$23,435 (\$21,700)	\$23,935
	Sergeant Major 12 or more months	\$30,025 (\$27,800)	\$30,665

*Does not apply to the Probationary Constable classification.

Hours of Work: 40 per week (unchanged).

Shift Premium: 20¢ per hour for all shifts commencing between 1 p.m. and 5 a.m. (17¢ per hour for all hours worked between 5 p.m. and 7 a.m. with premium for the entire shift if more than 50% fell within this period).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 12 (13) years' service, 5 weeks after 22 (23) years. Also, 3 weeks after 13 years (unchanged).

Health and Welfare: Dental Plan - Payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Isolation Pay (new): \$8-\$48 per month, depending on location.

Plainclothes Allowance: \$750 (\$700) per year.

LOCAL ADMINISTRATION

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 24-month renewal agreement effective January 1, 1980 to December 31, 1981, covering 325 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	67¢ per hour	9%

Annual Rates

Group 2 (includes Clerk-Typist II)	\$10,528.34-\$12,516.33 (\$9,273-\$11,333)	\$11,475.89-\$13,642.80
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Group II (includes Planner II)	\$18,164.33-\$21,850.38 (\$16,909-\$20,667)	\$19,799.12-\$23,816.91
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Previous rates reflect a cost of living fold-in.

Probationary period is 3 months for Groups 1 to 3 and 6 months for Groups 4 to 11.

Cost of Living Provision: Deleted.

Acting Pay: Employees working in a higher classification for more than 4 consecutive working days, receive their regular rate of pay plus 35¢ per hour retroactive to the date of assuming the duties. (Previously, received Step 1 of the higher classification if it was greater than their regular rate of pay, retroactive to the first day, after a period of 5 working days.)

Paid Vacation: 5 weeks plus 1 additional day per year of service after 18(20) years to a maximum of 10 additional days.

Health and Welfare: Dental Plan - Employer pays 100% of premium costs for Blue Cross Dental Plan No. 9(7). Payments are based on the 1979(1978) Ontario Dental Association fee schedule. Effective in 1981, payments are based on the 1980 schedule.

York Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 304 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/80</u>
	Increase	8.5% for 1st Class Constable and below, 10% differential between each rank above 1st Class Constable

Jan. 1/80

4th Class Constable	\$15,726 (\$14,494)
1st Class Constable	\$23,458 (\$21,621)
Staff Inspector	\$34,343 (\$30,070)

Health and Welfare: Dental Plan - Employer pays 100%(50%) of premium costs.

Plainclothes Allowance: \$600 (\$500) annually.

CONSTRUCTION

Metropolitan Toronto Road Builders' Association - Local 793, International Operating Engineers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 29, 1980 to April 30, 1982, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 29/80</u>	<u>Oct. 1/80</u>
General Increases		70¢	15¢
Bulldozer Operator (D4 or equiv. or over)		\$10.95 (\$10.25)	\$11.10
	Effective	<u>May 1/81</u>	<u>Oct. 1/81</u>
General Increases		75¢	10¢
Bulldozer Operator (D4 or equiv. or over)		\$11.85	\$11.95

Pension Fund: Effective October 1, 1980 employer contributes 60¢ (50¢) per hour worked. Effective October 1, 1981, 70¢.

Training Fund (new): Employer contributes 2¢ per hour worked.

Mileage Allowance: 18¢ (13¢) per road kilometre.

Out-of-Town Allowance: \$20 (\$15) per day up to a maximum of \$100 per week. Effective May 1, 1981, \$22.50 per day up to \$112.50 per week.

Travel Allowance: \$9 (\$4) per day. Effective May 1, 1981, \$11.50

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 793,
International Operating Engineers (AFL-CIO/CLC): A 23-month
 renewal agreement effective from May 26, 1980 to April 30, 1982,
 covering 500 employees, settled at the post conciliation bargain-
 ing stage. Duration of negotiations - 3 months.

Wages:	Effective	May 26/80	May 1/81
	General Increases	80¢	85¢
	Operating Engineer	\$12.05 (\$11.25)	\$12.90
Pension Fund:	Effective October 1, 1980, employer contributes 60¢ (50¢) per hour worked. Effective October 1, 1981, 70¢.		
Training Fund (new):	Employer contributes 2¢ per hour worked. Effective May 1, 1981, an additional 1¢.		
Mileage Allowance:	17¢ (13¢) per road kilometre. Effective May 1, 1981, 20¢.		
Out-of-Town Allowance:	Effective May 1, 1981, \$25 (\$18) per day or a maximum of \$125 (\$90) per week.		

Interior Systems Contractors Association of Ontario - Local 675, Carpenters* (AFL-
CIO/CLC): A 23-month renewal agreement effective from May 28,
 1980 to April 30, 1982, covering 450 employees, settled at the
 post conciliation bargaining stage. Duration of negotiations -
 2 months.

*Lathers, Local 562, the previous bargaining agent merged with
 Carpenters.

Wages:	Effective	May 28/80	May 1/81	Nov. 1/81
	General Increases	40¢	65¢	50¢
	Journeyman Lather - Zone 3	\$12.00 (\$11.60)	\$12.65	\$13.15
Vacation Pay:	10% (unchanged).			
Health and Welfare:	Employer contributes 75¢ (65¢) per hour worked.			
Pension Fund:	Employer contributes 50¢ per hour worked (unchanged).			
Industry Fund:	Employer contributes 5¢ per hour worked (unchanged).			
Union Fund:	Employer contributes 30¢ (25¢) per hour worked.			
Supplementary Unemployment Benefit:	Employer contributes 10¢ per hour worked (unchanged).			

Ontario Association of Millwrighting Contractors - Millwright District Council, Carpenters (AFL-CIO/CLC): A 23 1/2-month renewal agreement effective from May 19, 1980 to April 30, 1982, covering 1,750 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 19/80	May 1/81
	General Increases	86¢	91¢
	Journeyman	\$12.88	\$13.79
	Millwright	(\$12.02)	
Health and Welfare:	Employer contributes 85¢ (80¢) per hour worked. Effective May 1, 1981, 90¢.		
Pension Fund:	Employer contributes \$1.20 (\$1.00) per hour worked. Effective May 1, 1981, \$1.40.		
Commuting Allowance:	16.1 km. to 24 km. - \$3.20 per day, 24.1 to 32 km. - \$4.90 per day, 32.1 km. to 40 km. - \$6.30 per day, 40.1 to 80 km. - \$10.80 per day, 90.1 km. to 160 km. - \$20 per day and over 160 km. - \$26 per day. (Previously, 1 to 10 miles - free, 10 to 15 miles - \$2.65 per day, 15 to 20 miles - \$4.10, 20 to 25 miles - \$5.25 per day and 25 to 50 miles - \$9 per day.)		
Mileage Allowance:	17¢ per kilometer (22¢ per mile).		

Operating Engineers Employers Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work, and Survey Work), province-wide - Local 793, International Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 2,600 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 1/80	May 1/81
<u>A. Crane and Equipment Rental, province-wide</u>			
	Class I Engineer	\$14.33 (\$13.69)	\$15.19
Pension Fund:	Employer contributes 70¢ per hour earned. (Previously, 60¢ for Ottawa and 40¢ for all others.)		
Reporting Pay:	\$27.50 (\$25) per day on Saturday and Sunday of the first weekend, where employee is required to report to an out-of-town project on a Friday. Effective May 1, 1981, \$30 per day.		
Mileage Allowance:	26¢ (21¢) per mile.		

Travel and Board Allowance: \$9.24 (\$7.70) per day worked for over 25 miles and up to 40 miles. \$11.88 (\$9.90) per day worked for over 40 miles and up to 50 miles. \$23.76 (\$19.80) per day worked for over 50 miles and up to 100 miles.
Employees required to be over 100 miles away for more than 4 days in any week receive \$185.50. Effective May 1, 1981, \$203.00.
Employees required to be over 100 miles away for 4 days or less in any week receive \$33.50. Effective May 1, 1981, \$36.00.
(Previously, \$24 per day, seven days a week for over 100 miles.)

B. Steel Erection or Mechanical Installations, province-wide

1st Class Engineer	<u>May 1/80</u>	<u>May 1/81</u>
<u>Windsor</u>	\$14.83 (\$13.33)	\$15.69
<u>Others</u>	\$14.84 (\$13.90)	\$15.70

Health and Welfare: Windsor - Employer contributes 31¢ (63¢) per hour earned.

Others - Employer contributes 30¢ (unchanged) per hour worked.

Pension Fund: Employer contributes 70¢ per hour earned (unchanged for Windsor, 40¢ for all others.)

Commuting Allowance: \$6.60 (\$5.50) for 15 to 25 miles.

Mileage Allowance: 31¢ (25¢) per mile.

Travel and Board Allowance: \$13.20 (\$11) per day worked for 25 to 50 miles. \$21.10 (\$17.60) per day worked for 50 to 100 miles. \$26.50 (\$24) seven days per week for over 100 miles. Effective May 1, 1981, \$29.
Employees required to live away from home receive a daily allowance for part or all of the first week away, up to a maximum total expense of \$66.00, \$105.50 or \$185.50. (Previously, \$57.50, \$88.00 or \$168.00). Effective May 1, 1981, \$203.00.

C. Foundation, Piling and Caisson Boring Business, province-wide

Boring Machine Operator, Model LLDH	\$13.75 (\$12.84)	\$14.61
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Mileage Allowance: 25¢ (20¢) per mile.

Travel and Board Allowance: \$9.24 (\$7.70) per day worked for 25 to 50 miles. \$15.84 (\$13.20) per day worked for over 50 miles. \$20.50 (\$18.00) per day, seven days per week for over 100 miles. Effective May 1, 1981, \$23.00.

D. Excavating, Toronto Area

May 1/80

May 1/81

Operating Engineer	\$12.16	\$13.03
(includes Crane Operator)	(\$11.62)	

Pension Fund: Employer contributes 70¢ (30¢) per hour earned.

Mileage Allowance: 25¢ (20¢) per mile.

Travel and Board Allowance: 25¢ (20¢) per mile, each way, with a minimum of \$1.80 (\$1.50) per day for work beyond the free zone up to the 25 miles radius. \$9.90 (\$8.25) per day for work beyond 25 miles and up to 50 miles. \$19 (\$16.50) per day worked with a minimum of \$95 (\$82.50) per week for work beyond 50 miles. Effective May 1, 1981, \$21.50 per day and \$107.50 per week. Employees required to report to an out-of-town project on Friday receive \$19 (\$16.50) per day for Saturday and Sunday of the first week end; or their time and transportation home and return. Effective May 1, 1981, \$21.50 per day.

E. Building and Construction Work

Windsor

Operating Engineer	\$13.84	\$14.70
(includes Crane Operator)	(\$12.64)	

Health and Welfare: 31¢ (63¢) per hour earned.

Board Allowance: \$22.50 (\$20) per day up to a maximum of \$112.50 (\$100) per week for work beyond 100 miles. Effective May 1, 1981, \$25 per day and \$125 per week.

Mileage Allowance: 30¢ (24¢) per mile.

Travel Allowance: \$7.26 (\$6.05) per day outside the free zone and up to 20 miles. \$10.56 (\$8.80) per day outside the 20 mile limit.

London

Operating Engineer	\$13.40	\$14.26
(includes Crane Operator)	(\$12.75)	

Pension Fund: Employer contributes 70¢ (40¢) per hour earned.

Board Allowance: \$25.50 (\$23) per day on jobs worked 60 miles or more from London City Hall. Effective May 1, 1981, \$28.

Mileage Allowance: 30¢ (24¢) per mile.

Travel \$5.54 (\$4.62) per day worked in Zone 1. \$11.09 (\$9.24) per day
Allowance: worked in Zone 2. \$16.63 (\$13.86) per day worked in Zone 3.

	<u>May 1/80</u>	<u>May 1/81</u>
<u>Hamilton</u>		
Operating Engineer (includes Crane Operator)	\$14.13 (\$13.22)	\$14.99

Board \$102.50 (\$90) per week worked. Effective May 1, 1981, \$115.
Allowance:

Travel 28¢ (22¢) per mile each way from the boundary, with a minimum of
Allowance: 60¢ (50¢) per day. 16¢ (13¢) per mile with a minimum of 60¢
(50¢) per day, where the employer supplies transportation.

Toronto

Operating Engineer (includes Crane Operator)	\$13.45 (\$12.54)	\$14.31
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Board \$20.50 (\$18) per day worked. Effective May 1, 1981, \$23.
Allowance:

Travel 25¢ (20¢) per mile each way beyond the free zone limits, with a
Allowance: minimum of \$1.80 (\$1.50).

Ottawa

Operating Engineer (includes Crane Operator)	\$13.31 (\$12.47)	\$14.17
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Pension Fund: Employer contributes 70¢ (60¢) per hour earned.

Board \$21 (\$18.50) per working day. Effective May 1, 1981, \$23.50.
Allowance:

Travel 31¢ (25¢) per mile.
Allowance:

Sudbury

Operating Engineer (includes Crane Operator)	\$13.42 (\$12.67)	\$14.28
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Pension Fund: Employer contributes 70¢ (50¢) per hour earned.

Board \$24.20 (\$21) per day worked between 50 to 100 miles. \$25.50
Allowance: (\$23) per day worked, based on a 7 day week, over 100 miles.
Effective May 1, 1981, \$28.

Travel 31¢ (25¢) per mile.
Allowance:

<u>Sault Ste. Marie</u>	<u>May 1/80</u>	<u>May 1/81</u>
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Operating Engineer (includes Crane Operator)	\$13.06 (\$12.34)	\$13.93
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Pension Fund: Employer contributes 70¢ (50¢) per hour earned.

Board Allowance: \$24.50 (\$22) per day worked. Effective May 1, 1981, \$27.

Travel Allowance: 28¢ (\$22) per mile.

Thunder Bay

Operating Engineer (includes Crane Operator)	\$13.09 (\$12.27)	\$13.95
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Pension Fund: Employer contributes 70¢ (60¢) per hour earned.

Board Allowance: \$27.50 (\$25) per day worked. Effective May 1, 1981, \$30.

Commuting Allowance: 32¢ (26¢) per mile.

Mileage Allowance: 28¢ (22¢) per mile.

Travel Allowance: 31¢ (25¢) per mile.

Sarnia

Operating Engineer (includes Crane Operator)	\$14.24 (\$13.51)	\$15.10
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Pension Fund: Employer contributes 70¢ (50¢) per hour earned.

Board Allowance: \$25.50 (\$23) per day worked. Effective May 1, 1981, \$28.

Mileage Allowance: 23¢ (18¢) per mile.

Travel Allowance: \$3.96 (\$3.30) per day worked in Zone A. \$6.30 (\$5.25 per day worked in Zone B.

F. Survey Work

Wages, overtime, reporting allowance, travel and board allowance and health and welfare and pension contributions will be paid as set out in the appropriate schedule.

The following change applies to all Operating Engineers covered by this agreement.

Recall Rights: 3 (2) hour's pay.

ADDENDUM

April 1979 Settlement

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC)
(chief caretakers and stationary engineers): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 241 employees, settled at the bargaining stage and ratified in April, 1979. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	General Increases	50¢	4¢
	4th Class Engineer	\$7.44 (\$6.94)	\$7.48
	2nd Class Engineer (Chief Engineer)	\$8.92 (\$8.42)	\$8.96
	Chief Caretaker (holding a 3rd Class Engineer's certificate or higher and assigned to more than 230,000 sq.ft.)	\$10.01 (\$ 9.51)	\$10.05
	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
	General Increases	60¢	2¢
	4th Class Engineer	\$8.08	\$8.10
	2nd Class Engineer (Chief Engineer)	\$9.56	\$9.58
	Chief Caretaker (holding a 3rd Class Engineer's certificate or higher and assigned to more than 230,000 sq. ft.)	\$10.65	\$10.67

Shift Premium: 0-29¢-29¢ (0-27¢-27¢). Effective January 1, 1980, 0-31¢-31¢.

Call-Back Pay (new):	Double time for emergency call backs on Saturdays.
Paid Vacation:	5 weeks after 18 (19) years' service. Effective January 1, 1980, 6 weeks after 29 (30) years.
Health and Welfare:	<u>Dental Plan (new)</u> - Effective July 1, 1980, employer pays 50% of premium costs for a new basic dental plan. Payments are based on the 1979 Ontario Dental Association fee schedule.
Transportation Allowance:	75¢ (70¢) per move from site to site within city limits.

January 1980 Settlement

TRANSPORTATION EQUIPMENT

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1980 to April 1, 1983, covering 235 employees, settled at the bargaining stage and ratified in January, 1980. Duration of negotiations - 2 weeks.

Wages:	Effective	Apr. 1/80	Apr. 1/81	Apr. 1/82
Increases		Group 1-45¢ Group 2-35¢ Group 3-30¢	Group 1-25¢ Group 2-25¢ Group 3-25¢	Group 1-40¢ Group 2-35¢ Group 3-30¢
Group 3 (includes Labour-General Help)		\$8.97 (\$8.67)	\$9.22	\$9.52
Group 1 (includes Auto Mechanic)		\$10.28 (\$9.83)	\$10.53	\$10.93

Previous rates reflect a COLA fold-in of \$1.53 effective January 14, 1980.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Index base is 197.7 (151.2). To be adjusted quarterly.

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: Employee's birthday is added for a total of 46 days over the term of the 3-year contract. Also, 2 paid personal holidays each year for employees with one or more years seniority, for a total of 52 (45) days.

Bereavement Leave: Common-law spouse included in 3 days' leave of absence to attend funeral.

Health and
Welfare:

Life Insurance - \$14,000(\$12,000) coverage.

A.D.&D. - \$7,000(\$6,000) coverage.

Weekly Indemnity - Benefit is \$165(\$150) per week. Effective April 1, 1981, \$170 per week. Effective April 1, 1982, \$180 per week.

Long Term Disability Plan (new) - Benefits of \$433 per month, payable from the 52nd week until age 65.

Pension Plan:

Basic Benefit - \$10(\$9) per month per year of service. Effective April 1, 1982, \$11 per month.

Supplementary Benefit - \$9(\$8) per month per year of service up to a maximum of 25 years. Effective April 1, 1982, \$10 per month.

Safety Shoe
Allowance:

\$30 (\$20) per year.

February 1980 Settlement

HEALTH AND WELFARE SERVICES

Mount Sinai Hospital at Toronto - Local 204, Service Employees (AFL-CIO/CLC): A 21-month renewal agreement effective from January 1, 1979 to September 30, 1980, covering 220 employees, settled by arbitration in February, 1980. Duration of negotiations - 12 months.

Wages:

Effective	<u>Jan. 1/79</u>	<u>Nov. 1/79</u>
Increases	23¢	15¢-21¢

Additional Adjustments	Some classification adjustments
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Clerk I	\$4.72-\$5.27 (\$4.49-\$5.04)	\$4.92-\$5.47
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Printer	\$5.87-\$6.59 (\$5.64-\$6.36)	\$6.07-\$6.75
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Effective	<u>July 1/80</u>
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Increases	0-31¢
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Clerk I	\$5.05-\$5.65
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Printer	\$6.15-\$6.75
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Probationary period is 66 days worked. Maximum rates are reached after 4 years.

Hours of Work:

77 1/2 (80 hours) average during bi-weekly periods for Ward Clerks.

Paid Vacation: 5 weeks (new) after 22 years' service.

March 1980 Settlements

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 220, Service Employees (AFL-CIO/CLC)
(service and maintenance employees, part-time): A 16-month renewal agreement effective from November 25, 1978 to March 31, 1980, covering 300 employees, settled by arbitration in March, 1980. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	68¢
	Housekeeping Aide	\$5.46-\$5.55 (\$4.78-\$4.87)
	Orderly-Equipment Room	\$6.28-\$6.41 (\$5.60-\$5.73)
	Electrician	\$8.25 (\$7.57)

Probationary period is 360(480) worked hours during a period of 12 calendar months. Maximum rates for Housekeeping Aide and Orderly-Equipment Room are reached after two increases of 2,080 hours each.

Shift Premium: Effective September 1, 1979, 21.9¢(19.5¢) per hour worked during an assigned shift commencing between 2 p.m. and 11 p.m.

Health and Welfare: Lieu Payment - Effective April 1, 1979, 10% (10¢) per hour in excess of the regular hourly rate is paid to employees in lieu of health and welfare benefits and sick leave credits.

CONSTRUCTION

Windsor Heavy Construction Association - Local 880 Teamsters (Ind.), Locals 625 and 749, Labourers (AFL-CIO/CLC) and Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 680 employees, settled at the bargaining stage and ratified in March, 1980. Duration of negotiations - 10 days.

Teamsters

Wages:	Effective	<u>May 1/80</u>	<u>Oct. 1/80</u>	<u>May 1/81</u>
	Increases	41¢ per hour in Essex County; 64¢ per hour in Kent County	28¢-41¢ per hour in Essex County; 29¢ per hour in Kent County	47¢ per hour in Essex County; 65¢ per hour in Kent County

	<u>May 1/80</u>	<u>Oct. 1/80</u>	<u>May 1/81</u>
Driver, Tandem & Single Axle (Kent County)	\$10.97 (\$10.33)	\$11.26	\$11.91
Driver, Single Axle (Essex County)	\$10.51 (\$10.10)	\$10.79	\$11.26

Vacation Pay: 8% (unchanged).

Health and Welfare: Essex County - Employer contributes 80¢ (55¢) per hour worked.
Effective May 1, 1981, \$1.00 per hour worked.

Kent County - Amount is mutually agreed (unchanged).

Labourers

	<u>Effective</u>	<u>May 1/80</u>	<u>Oct. 1/80</u>	<u>May 1/81</u>
Increases		37¢-41¢ per hour in Essex County; 64¢ per hour in Kent County	28¢ per hour	65¢ per hour in Essex County; 64¢ per hour in Kent County
Experienced Labourer (Kent County)		\$8.85 (\$8.21)	\$9.13	\$9.77
Labourer (Com- mon) (Essex County)		\$11.31 (\$10.94)	\$11.59	\$12.24

Vacation Pay: 8% (unchanged).

Health and Welfare: Kent County - Employer contributes 20¢ (15¢) per hour worked.
Essex County - Employer contributes 35¢ (15¢) per hour worked.

Pension Fund: Kent County - Employer contributes 70¢ (50¢) per hour worked.
Essex County - Employer contributes 40¢ (30¢) per hour worked.

Operating Engineers

	<u>Effective</u>	<u>May 1/80</u>	<u>Oct. 1/80</u>	<u>May 1/81</u>
Increases		75¢ per hour	27¢ per hour	65¢ per hour
Operating Engineer (Crane) (Kent County)		\$11.07 (\$10.32)	\$11.34	\$11.99

	<u>May 1/80</u>	<u>Oct. 1/80</u>	<u>May 1/81</u>
Operating Engineer (Crane) (Essex County)	\$12.94 (\$12.19)	\$13.21	\$13.86
Vacation Pay:	9% (unchanged).		
Health and Welfare:	Employer contributes 31¢ (63¢) per hour worked.		
Pension Fund:	Employer contributes 70¢ (50¢) per hour worked.		
	<u>Teamsters, Labourers and Operating Engineers</u>		
Employer Labour Relations Fund:	Employer contributes 2¢ (unchanged) per hour worked.		
Travel Allowance:	20¢ (15¢) per mile each way to and from the free zone.		
Travel Time Allowance:	Employer pays for any time in excess of 1/2 hour at straight time rates for employees required to wait in excess of 1/2 hour for employer supplied transportation to leave the job at the end of the work day (new).		
Shop Clause (new):	Employer pays regular rate of pay up to 1 week for employees retained to perform work of a non productive nature and 75% of regular rate of pay and 100% of fringe benefits for anything in excess of 1 week.		

April 1980 Settlements

METAL FABRICATING

Supreme Aluminum Industries Limited at Pickering and Toronto - Employees' Association (Ind.): A 12-month renewal agreement effective from April 1, 1980 to March 31, 1981, covering 450 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>
	General Increase	5%
	COLA Fold-in	4%
	<u>Weekly Rates</u>	
	*Grade 12 (includes Clerk Junior 1 and Wrapper)	\$168-\$206

Apr. 1/80

*Grade 7 (includes Programmer and Tool & Die Maker II) \$272-\$332

*Previous rates are not shown due to restructuring of the wage schedule.

Cost of Living: 1% per 1% increase in the Toronto Consumer Price Index -
Allowance: 1971=100. Triggers at 9% (7%). To be folded in at end of contract. (Previously, adjusted monthly and rolled into rates.)

Shift Premium: 25¢ (20¢) per hour for shifts which start or finish outside the hours of 7 a.m. to 6 p.m.

Overtime Pay: Payable after a normal work week of 36 hours. (Previously, paid after completing a regular day's work.)

Health and Welfare: Dental Plan (new) - Effective July 1, 1980, employer pays 25% of the premiums for a new basic dental plan with no deductibles. Payments are based on the 1980 Ontario Dental Association fee schedule.

Mileage Allowance: 25¢ (20¢) per mile for employees on authorized company business.

Safety Shoe Allowance: Employer pays \$25 (\$20) maximum per pair of safety shoes, 2 pair per year.

ELECTRICAL PRODUCTS

Pirelli Cables Limited at Guelph - Local 3021, Steelworkers (AFL-CIO/CLC): A
24-month renewal agreement effective from April 15, 1980 to April 15, 1982, covering 220 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 15/80</u>	<u>Apr. 15/81</u>
	General Increases	72¢	34¢
	General Helper	\$6.71 (\$5.99)	\$7.05
	Group K (includes Certified Electrician)	\$8.27 (\$7.55)	\$8.61

Cost of Living Allowance (new): Effective April 15, 1981, 1¢ per 0.3 increase in the Consumer Price Index - 1971=100, above the March 1981 base. Adjusted quarterly.

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 12 (13) years' service, 5 weeks after 23 (26) years and 6 weeks (new) after 30 years. Vacation bonus of 2% after 23 (24) years' service. Bonus of \$50 (\$40) for employees who have completed probationary period.

Health and Welfare: Life Insurance - \$10,000 (\$8,000) coverage. Effective April 15, 1981, \$12,000.

A.D. & D. - \$10,000 (\$6,000) coverage. Effective April 15, 1981, \$12,000 coverage.

Weekly Indemnity - Benefits increase to \$175 (\$130) per week, payable on a 1-8-39 basis. Effective April 15, 1981, payable on a 1-4-39 basis.

Semi-Private Hospitalization (new) - Employer pays 100% of premium cost.

Extended Health Care (new) - Employer pays 100% of premium cost.

Pension Plan: Eligible employees include those who are age 20 (30) with 3 years' service.

Basic Benefit - Effective April 15, 1981, \$5.75 (\$4.75) per month per year of service.

TRANSPORTATION

I.C.L. International Carriers Limited at London, Oshawa, St. Catharines and Windsor - Locals 141, 879, 880 and 938 Teamsters (Ind.) (drivers, dockmen and checkers): A 36-month renewal agreement effective from April 1, 1980 to March 31, 1983, covering 300 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 3 weeks.

Wages:	Effective	Oct. 1/80	Oct. 1/81
Increases		94¢	75¢
Dockmen		\$9.69 (\$8.75)	\$10.44
Drivers and Checkers		\$9.79 (\$8.85)	\$10.54

Cost of Living Allowance: 10¢ per hour or 0.25¢ per mile per 1% increase in the Consumer Price Index - 1971=100 above the September, 1979 base in the first year, September 1980 base in the second year and September, 1981 base in the third. Triggers at 5% in each year. Adjusted monthly. (Previously, 8¢ per hour or 0.2¢ per mile per 1% increase in the CPI. Same trigger.)

Overtime Pay: Effective October 1, 1980, \$5.49 (\$5.37) per hour for all hours driven on overtime at the mileage rate. Effective October 1, 1981, \$5.83 per hour.

Health and Welfare: Employer Contribution - \$82 (\$72) per month per employee. Effective October 1, 1980, \$92. Effective October 1, 1981, \$102.

Pension Plan: Employer Contribution - \$135 (\$110) per month per employee. Effective October 1, 1980, \$160. Effective October 1, 1981, \$185.

Mileage Rates:	<u>Number of Axles</u>	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
	2, 3 & 4	23.04¢ (21.26¢) per mile	24.34¢ per mile
	5 & 6	23.24¢ (21.46¢) per mile	24.54¢ per mile
	7 & 8	23.44¢ (21.66¢) per mile	24.74¢ per mile

EDUCATION AND RELATED SERVICES

Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 270 employees, settled with mediation assistance and ratified in April, 1980. Duration of negotiations - 13 months.

Wages:	<u>Effective</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	General Increases	6.1%	8.4%
	Teacher Category D 0-6 years	\$10,546-\$14,504 (\$ 9,940-\$13,670)	\$11,432-\$15,722
	Teacher Category A1 0-11 years	\$13,623-\$22,695 (\$12,840-\$21,390)	\$14,767-\$24,601
	Teacher Category A4 0-11 years	\$16,318-\$28,414 (\$15,380-\$26,780)	\$17,689-\$30,801

Responsibility Allowances:	<u>Principals With Degree</u>	
	1 to 5 teachers	\$891-\$3,008 (\$840-\$2,835)
	6 to 14 teachers	\$4,350-\$6,016 (\$4,100-\$5,670)
	15 or more teachers	\$5,570-\$7,247 (\$5,250-\$6,830)
	<u>Principals Without Degree</u>	
		\$891-\$4,233 (\$840-\$3,990)
		\$966-\$4,590

Sept. 1/79

Sept. 1/80

Vice Principals

15 or more teachers	\$2,785 (\$2,625)	\$3,019
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Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC) (500 office, clerical and technical employees): A 15-month renewal agreement effective from January 1, 1980 to March 31, 1981, settled at the post conciliation bargaining stage and ratified in April, 1980. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/80</u>
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General Increase	9.3%
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Annual Rates

Switchboard	\$9,346-\$11,527
Operator/Receptionist	(\$8,551-\$10,546)

Head Secretary	\$12,462-\$14,453
	(\$11,402-\$13,223)

Programmer	\$18,315-\$21,640
Analyst	(\$16,757-\$19,799)

Hours of Work: 35 per week (unchanged).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 23 years (all unchanged).

McMaster University at Hamilton - Local 6, Graduate Assistants Association (Ind.) (1,100 employees): A 12-month first agreement effective from September 1, 1980 to August 31, 1981, settled at the conciliation officer stage and ratified in April, 1980. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/80</u>
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Increase (Graduates)*	9.5%
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Rates Per Session

Teaching Assistantship (Degree non-graduate or part-time graduate)	\$1,690
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Teaching Assistantship (Undergraduate)	\$1,260
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Sept. 1/80

Teaching Assistantship or
Research Assistantship in
lieu thereof (Graduate or
qualifying year) \$4,135

*Other positions received additional adjustments.

Hours of Work: An average of 10 hours per week over a full academic session for a maximum of 260 hours.

Paid Vacation: Salaries shown above include 4% vacation pay. Employees are entitled to 2 weeks vacation which may be taken during the Christmas break, mid-session break, or subsequent to the academic session.

Bereavement Leave: Paid for scheduled hours of work during a 3 day period in the event of death of a spouse, child, parent, sister, brother, mother-in-law or father-in-law. Must attend funeral. If distance prohibits attendance at a funeral of an employee's spouse, child, parent, sister or brother, the employee will be allowed 1 day off. Also 1 day off in the event of death of a sister-in-law, brother-in-law or a grandparent.

Maternity Leave Pay: Maternity leave is without pay; however, employees with at least 1 year of service receive a lump sum payment equal to 20 hours of pay upon return to work from a leave not exceeding 17 weeks.

Sick Leave: After completion of 40 hours worked in a term, 5 hours of sick leave for that term. Credits are not carried over to next term.

Health and Welfare: OHIP - Employees qualifying for full premium assistance from the government: no contribution by the employer. Employees qualifying for partial premium assistance: 22.5% of remaining portion will be paid by the employer. Employees ineligible for premium assistance: 70% of the premiums will be paid by the employer.

Legal Fees: The employer will cover the cost, to a maximum of \$1,000, for the retention of the services of an immigration lawyer by the Union.

Job Guarantee: Full-time graduate students in the Doctoral program - Once employed as a teaching or research assistant will be re-employed for up to 3 succeeding years provided the employee remains a full-time graduate student and is able to perform the work. Those in the first year of the Master's program will be reemployed for 1 additional year.

York University at Downsview - Local 1356, Canadian Union of Public Employees (CLC)
(maintenance, services and plant operations employees): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 250 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	General Increases	9%	9%
	Skilled Trades Adjustments	Auto mechanic, millwright, maint- enance mechanic and steeplejack are re- classified to trades II (I)	
	Cleaner I- days	\$6.16 (\$5.65)	\$6.71
	Trades III (includes Electrician)	\$11.01 (\$10.10)	\$12.00
Signing Bonus:	Wage rates are effective from April 15, 1980.		
Shift Premium:	0-30¢-30¢ (0-25¢-25¢).		
Lead Hand Premium:	50¢ per hour for any trades classification and 25¢ per hour for all others. (Previously, 50¢ per hour for the Maintenance Section and 25¢ for the Caretaking or Grounds Section.)		
Paid Vacation:	4 weeks after 8 (9) years' service.		
Health and Welfare:	<u>Extended Health Care</u> - Employer pays 100% (75%) of premium costs. <u>Dental Plan</u> - Employer pays 85% (75%) of premium costs.		
Meal Allowance:	\$3.50 (\$3.00).		
Safety Shoe Allowance:	\$35 (\$25). Effective May 1, 1981, \$40.		

Negotiations in Progress during May 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg Sta
A and P Stores, province-wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,435	E
Abitibi-Price Inc.	Cdn. Paperworkers (CLC)	3,292	M
Amcan Castings, Guelph	Electrical Workers (UE) (CLC)	200	O
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	W
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	725	P
Atomic Energy of Canada Ltd., Sheridan Park	Public Service Alliance of Canada (CLC)	250	E
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Office Employees (AFL-CIO/CLC)	283	E
Atomic Energy of Canada Ltd. (Commercial Products), Ottawa	Energy and Chemical Workers (AFL-CIO/CLC)	250	E
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	300	P
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	270	W
Boilermaker Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650	E
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	E
Burlington Carpet Mills, Brampton	Labourers (AFL-CIO/CLC)	450	P
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	United Food and Commercial Workers (AFL-CIO/CLC)	300	E
Canada Safeway Ltd., Toronto and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	1,100	E
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	600	P
Canadian Appliance Manufacturing Ltd., Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	680	E
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	600	E
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	400	E

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385	B
Canadian Shipbuilding and Engineering Ltd., (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	860	B
Canadian Standards Assn., Toronto	CUPE (CLC)	300	B
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO/CLC)	323	MED
Canron Ltd., Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	615	B
Carlton Cards Ltd., Toronto	Greeting Card Workers (Ind.) (plant prod. empls.)	700	B
Carpenters Employer Bargaining Agency for the Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont. Industrial Contractors Assn. of Canada and Interior Systems Contractors Assn. of Ont.	Carpenters (AFL-CIO/CLC)	12,000	PCB
Chikent Corp., northern Ontario	CUPE (CLC)	319	ARB
Colgate-Palmolive Canada, Toronto	Teamster's (Ind.)	288	B
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	700	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	540	PCB
Courtaulds (Canada) Ltd., and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
DRG Packaging (Div. of DRG Ltd.), Toronto	Printing and Graphic Communications (AFL-CIO/CLC) (print empls.)	500	B
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	230	CO

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Stag
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	250	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees, (AFL-CIO/CLC) (warehousemen)	1,150	B
Dominion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part-time empls.)	10,300	B
Domtar Inc., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	B
Durham Board of Education	CUPE (CLC)	350	CO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	B
Durham Regional Municipality	CUPE (CLC) (service office, technical and professional empls.)	463	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	400	ARE
Durham Regional Police	Police Assn. (Ind.)	360	ARE
Eastern Provincial Airways, province-wide	Machinists (AFL-CIO/CLC)	252	B
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B
Essex County Board of Education, Leamington	Ont. Secondary School Teachers' Fed. (Ind.)	530	B
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
Exolon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (AFL-CIO/CLC)	234	PCB
Fiberglas Canada Ltd., (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	384	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
General Tire of Canada Ltd.	Rubber Workers (AFL-CIO/CLC)	610	B
B.F. Goodrich Canada Ltd., (Industrial Products Plant), Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	540	B

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ould Manufacturing of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	350	CO
overnment of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (physical sciences group)	390	B
reat Lakes Paper Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	CO
alton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
alton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	MED
amilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
astings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
astings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
awker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	WS
ayes-Dana Inc. (Plants #1, 2 and 3), St. Catharines and Thorold	Auto Workers (CLC)	1,800	PCB
.J. Heinz Company of Canada Ltd., Leamington	United Food and Commercial Workers (AFL-CIO/CLC)	1,000	MED
ohn J. Hepburn Ltd., Toronto, Mississauga	Steelworkers (AFL-CIO/CLC)	240	B
oudaille Industries of Canada Ltd., Oshawa	Auto Workers (CLC)	232	B
ydro-Electric Power Commission of Ontario (Richard L. Hearn G.S. Unit), Toronto	Cdn. Operating Engineers (CCU)	200	B
perial Tobacco Ltd/Ltee. (Div. of Imasco Ltd.)	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	780	B
nternational Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,400	PCB
ohns-Manville Canada Inc. (Port Union Plant), Toronto	Energy and Chemical Workers (AFL-CIO/CLC)	440	WS
ent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kerr-Addison Mines Ltd., Virginia-town	Employees' Assn. (Ind.)	270	B
Kimberly-Clark of Canada Ltd., Etobicoke	Cdn. Paperworkers	480	B

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Stag
Kitchener City Corp., (Transit Div.) (Dept. of Public Works)	Railway, Transport and General Workers (CLC)	200	B
Labourers Bargaining Agency	Labourers (AFL-CIO/CLC)	16,000	PCB
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	ARB
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough	Bakery and Tobacco Workers (AFL-CIO/CLC) (full-time production empls.)	650	CO
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board of Empls. Union (NUPGE) (CLC)	3,500	MED
Loblaws Ltd., Ottawa and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	685	B
Loblaws Ltd. and Westfair Foods Ltd., Toronto and other centres	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
London City Board of Education	CUPE (CLC)	400	B
London City Board of Education	CUPE (CLC) (custodians)	350	CO
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	B
Masonry Industry Employers Council of Ontario	Bricklayers (AFL-CIO/CLC)	4,000	CO
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	5,300	ARB
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, Unit B garage and Unit C parking control officers, cadets and matrons)	1,180	B
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	200	CO

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200	PCB
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	MED
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	250	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	275	MED
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Moore Corporation Ltd. (Moore Business Forms Div.), Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	CO
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CLC)	1,000	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	Med
North Bay City Corp.	CUPE (CLC)	215	CO
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	MED
North York Public Library Board	CUPE (CLC) (clerical and maintenance empls.)	290	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	ARB
Ontario General Contractors Assn., Reinforced Steel Institute and Industrial Contractors Assn. of Canada	Structural Iron Workers (AFL-CIO/CLC)	2,700	CO
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	MED
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	MED

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	MED
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	MED
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	MED
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	MED
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ARB
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	CO
The Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900	B
Oshawa and District Contractors	Teamsters (Ind.) and Labourers (AFL-CIO/CLC)	200	CO
Otis Elevator, Hamilton	Steelworkers (AFL-CIO/CLC)	500	MED
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	830	MED
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC) (residential)	300	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	MED
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	358	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,915	ARB
Penmans Division of Dominion Textile Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	450	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	380	CO
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (production empls.)	500	B
Queen's University, Kingston	CLC Directly Chartered	305	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
QA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL-CIO/CLC)	315	CO
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	CO
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	CO
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	CO
Sarnborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
Sarnborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	ARB
Sarnborough Public Utilities Commission (Hydro, Water and Garage Div.)	Electrical Workers (IBEW) (AFL-CIO/CLC)	210	B
S.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	2,100	B
Siberling Rubber Co. of Canada, Toronto	Rubber Workers (AFL-CIO/CLC)	275	B
Simmons Ltd., Brampton	Electrical Workers (UE) (CLC)	230	MED/WS
Star Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	312	B
Sturgeon Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,420	CO
Steinberg Inc., southern Ontario	United Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	5,000	B
Stearns Drug Ltd., Aurora	Energy and Chemical Workers (AFL-CIO/CLC)	220	B
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	B
Sunar (Div. of Massey Ferguson Ltd.), Waterloo	Steelworkers (AFL-CIO/CLC)	248	ME
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers (AFL-CIO/CLC)	1,000	PC
Thunder Bay Construction Assn., General Contractors Div.	Carpenters (AFL-CIO/CLC)	600	B
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	260	ME
Toronto Area School Boards	Ont. Secondary School Teachers' Fed. (Ind.)	3,635	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,250	B
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	352	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	1,000	B
Toronto Commercial Film Producers Assn., Toronto	Theatrical Stage Employees (AFL-CIO/CLC)	400	B
Toronto Construction Assn.	Structural Iron Workers (AFL-CIO/CLC)	200	B
Toronto Dress and Sportswear Manufacturers Guild (Dress and Sportswear Div.), Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto Masonry Contractors Assn., province-wide	Bricklayers Independent Union (CCU) (bricklayers and bricklayer assistants)	1,700	PC
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200	CO
Treasury Board of Canada, inter-provincial	Professional Institute (PIPS) (Ind.) (meteorology group)	231	B
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Communications (AFL-CIO/CLC)	309	B
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shop), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,205	CO
United-Carr, Div. of TRW Canada Ltd., Brantford	Employees' Assn. (Ind.)	509	B
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	770	B
University of Western Ontario Board of Governors, Physical Plant Department, London	CUPE (CLC)	340	CO
University of Windsor	Service Employees (AFL-CIO/CLC)	288	B

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	212	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	360	B
Wheatley-Rosco Ltd. (Atlantic Ave., Belfield Road and Medulla Ave., Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	315	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	CO
Windsor Western Hospital Centre (IODE Unit)	CUPE (CLC)	200	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC)	230	CO
Worthington Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	300	MED
Worthington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
MORE THAN ONE PROVINCE			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	MED
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	United Food and Commercial Workers (AFL-CIO/CLC)	2,000	B
Canada Packers Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,600	MED
Canadian Broadcasting Corporation, Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	4,700	B

**Federal jurisdiction

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
CIP Containers, Que. and Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	800	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
E.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-super- visory empls.)	23,790	CB
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (trans- lation group)	1,220	CB
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/ CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regula- tory group)	48,870	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administra- tion group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, super- visory and non-supervisory)	1,505	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B

**Federal jurisdiction

Negotiations in Progress during May 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power & stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	11,615	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) (production empls.)	880	B
National Research Council of Canada, Canada-wide**	Professional Institute (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B
Swift Canadian Co. Ltd., Canada-wide	United Food and Commercial Workers (AFL-CIO/CLC)	1,300	CO

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

**Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1980

Employer and Location	Union	No. of Empls
Air Canada (Passenger Service Dept.), province-wide	Air Line Attendants (CLC)	1,1
Canadian Appliance Manufacturing Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC) (production and office empls.)	6
Canadian Broadcasting Corp., province- wide	Broadcast Employees (CLC)	8
Canadian Broadcasting Corp., province- wide	CUPE (CLC) (office and profes- sional empls.)	9
Canadian Broadcasting Corp., province- wide	CUPE (CLC) (production unit empls.)	4
Canadian Broadcasting Corp., Broadcast Div., province-wide	CUPE (CLC)	6
Canadian Pacific Air Lines, Ltd., province-wide	Machinists (AFL-CIO/CLC) (main- tenance, service, stores and printing department empls.)	3
Canadian Standards Assn., Toronto	CUPE (CLC)	3
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, admin- istrative and service empls.)	6
Carlton Cards Ltd., Toronto	Greeting Card Workers (Ind.) (plant production empls.)	7
Chateau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	2
Colgate-Palmolive Canada, Toronto	Teamsters (Ind.)	2
Collingwood Shipyards, A Div. of Canadian Shipbuilding and Engineer- ing Ltd., Collingwood	Steelworkers (AFL-CIO/CLC)	8
Connaught Laboratories Ltd., Bolton and Toronto	Employees' Assn. (Ind.)	5
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo	United Food and Commercial Workers (AFL-CIO/CLC) (full and part- time clerks)	3
Dominion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL- CIO/CLC) (full and part-time empls.)	10,3
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,1
Durham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	4
Great Atlantic & Pacific Co. of Canada Ltd., province-wide	United Food and Commercial Workers (AFL-CIO/CLC)	5,2

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1980

Employer and Location	Union	No. of Emps.
Halton County Board of Education	CUPE (CLC)	223
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Houdaille Industries of Canada Ltd., Oshawa	Auto Workers (CLC)	232
Hydro-Electric Power Commission of Ontario (Richard L. Hearn G.S. Unit), Toronto	Cdn. Operating Engineers (CCU)	200
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,400
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	254
Kroehler Manufacturing Co. Ltd. (Plant 5), Stratford	Upholsterers (AFL-CIO/CLC)	288
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, pro- vince-wide	Ont. Liquor Board Empls. Union (NUPGE) (CLC)	3,500
London City Board of Education	CUPE (CLC) (office empls., full-time)	230
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340
Mansfield-Denman General Co. Ltd. (Tire Div.), Barrie	Rubber Workers (AFL-CIO/CLC)	620
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	250
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	300
Moore Corporation Ltd. (Moore Business Forms Div.), Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	200
National Research Council of Canada, Ottawa	Professional Institute (PIPS) (research officers group)	879
Penmans Division of Dominion Textile Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	450
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	380
Queen's University, Kingston	CLC Directly Chartered	305
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550
Seiberling Rubber Co. of Canada, Toronto	Rubber Workers (AFL-CIO/CLC)	275
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	312
Steinberg Inc., southern Ontario	United Food and Commercial Workers (AFL-CIO/CLC) (full and part- time empls.)	5,000
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/ CLC)	1,000

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1980

Employer and Location	Union	No. Emp
Toronto Metropolitan Separate School Board	CUPE (CLC)	7
Treasury Board of Canada	Economists' Sociologists' and Statisticians Assn. (Ind.)	2,2
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (meteorology group)	2
Treasury Board of Canada	PIPS (Ind.) (scientific research group)	1,1
Treasury Board of Canada	Public Service Alliance (CLC) (financial administration group)	1,0
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Communications (AFL-CIO/CLC)	3
United-Carr Div. of TRW Canada Ltd., Brantford	Employees' Assn. (Ind.)	5
University of Guelph (Veterinary and Agriculture College), Guelph	Employees' Assn. (Ind.)	7
Westeel-Rosco Ltd. (Atlantic Ave., Belfield Road, and Medulla Ave. Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	3

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TORONTO



16 / COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
June 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

July 29, 1980

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Highlights

Meat Packing and Canning Industry Settlements. The United Food and Commercial Workers' Union (UFCW) and three major meat packing firms concluded in June national negotiations for contracts to replace the existing two-year agreements scheduled to expire on May 31, 1980. The new settlements affected about 8,600 employees of Canada Packers, Swift Canadian and Burns Meats across Canada, including 3,500 workers in Ontario. The Canadian section of the UFCW was established in mid-1979 following a merger of the Retail Clerks International Union with the Canadian Food and Allied Workers, which previously represented the majority of packinghouse workers across the country. In the current negotiations, the UFCW continued a co-ordinated bargaining strategy and formulated industry-wide contract proposals including a wage increase of \$1.25 per hour over one year (or about 15 per cent on the present average rate of \$8.07), substantial improvements in pensions and voluntary retirement with full benefits after 30 years' service. As in the past, the negotiations took place with individual firms on a company-wide basis and the first agreement concluded set the pattern for the other contracts.

This year the union was concentrating on a settlement with Canada Packers, but continued negotiations with Swift and reached an accord with the latter company first. The new agreement, covering 1,300 UFCW members at four plants in Toronto, Vancouver, Lethbridge and Edmonton, was finalized in mediation and was accepted on June 12 in a company-wide ratification vote. Swift's fifth plant at St. Boniface, Man., was closed down at the end of 1979. It was one of at least 10 packers' plants closed over the last two years in Western Canada, as a reduced number of livestock raised for slaughter and higher production costs forced consolidation of under-utilized plants. Canada Packers' 5,600 employees at 12 plants in 7 provinces and Burns Meats' 1,700 employees at 7 plants in 5 provinces agreed a week later to terms similar to those won by Swift workers. The contracts contained minor modifications reflecting specific company practices and existing differences in fringe benefits, such as sickness and accident benefit programs and pension plans.

The major features of the two-year agreements included a general wage increase of 90 cents per hour in the first year and 95 cents in the second year, and a two-step increase of half-cent each per classification bracket. Upgrading of certain job categories resulted in further adjustments of up to 42 cents and 45 cents per hour for maintenance trades in each year, respectively. The estimated total value of the wage increases amounted to about 23 per cent over the two year term. In addition, Canada Packers' contract provided a 5.5-cent adjustment for workers at the company's Prince Edward Island operations. It produced uniform rate schedules throughout Canada except for British Columbia, where a 4.5-cent rate structure advantage was maintained. Other negotiated changes in all of the agreements involved an improved weekly indemnity, vision care and dental coverage, increased meal and safety footwear allowances and revisions in the pension plans. The latter included an improvement in the formula for determining benefits

and a liberalization of pension eligibility for early retirement, permitting employees with 20 years' credited service to retire on full pension at age 62 in 1980 and at age 61 a year later.

The major economic terms of the primary meat industry pattern usually influence the remaining settlements with a number of independent firms across the country, including J.M. Schneider Inc. in Ontario. The current contract covering the company's 2,100 plant workers in Kitchener opened up for renewal on July 26.

In a concurrent canning industry bargaining session, the United Food and Commercial Workers reached an agreement for renewal of three separate contracts covering 1,280 plant, office and quality control staff of H.J. Heinz Company in Leamington. The two-year agreements, superseding those which expired April 30, 1980, were also settled with mediation assistance. All three contracts incorporated into the wage rates a current cost of living float of 97 cents per hour and further increased wages and salaries by 7 percent retroactive to May 1, 1980 and 6 per cent effective May 1 next year. The quarterly cost-of-living payments, based on a .35 adjustment factor were continued, with the factor improved to .325 in the second year. The contracts also included increased shift premiums and meal allowances, as well as improvements in long term disability, dental and pension plans.

Gas Distribution Workers Settlement. The first 1980 settlement in the Ontario gas distribution sector was negotiated between the Consumer's Gas Company and the National Union of Independent Gas Workers. The organization, previously known as the Independent Gas Workers' Union, represents 680 operational and 590 clerical and technical employees at the company's establishments in Toronto and other central and southeastern centres of the province. The current agreements, covering the two separate bargaining units, were scheduled to expire within five months of each other, in September 1980 and February 1981, respectively. The new two year contracts, reached in direct bargaining in May, will become operational immediately following the termination of the existing agreements. In the interim, the parties agreed to implement an unscheduled rate adjustment of 4 per cent on April 28, 1980 and provide a one-time payment of \$90 to each employee active at the time of settlement. Further general wage increases of 9.5 and 10 per cent per annum for the operational unit, and two comparable salary increases expressed in dollar terms for the non-operational unit, will be put into effect on the respective anniversary dates of the new agreements. Other benefit gains included increased shift premiums, meal, tool and safety footwear allowances and a reduction in the number of years of service for four or five weeks of paid vacation.

The early Consumer's Gas settlements may have a bearing on the forthcoming negotiations between Union Gas, the other major gas distributor in Southwestern Ontario, and the recently formed Energy and Chemical Workers' Union. The four separate agreements, covering over 1,100 operational and clerical employees (represented formerly by the Oil, Chemical and Atomic Workers' International Union and the Canadian Chemical Workers Union), are due for renewal at the end of 1980.

Municipal Firefighters Settlements. The largest of the Ontario municipal firefighters units, the 1,260 employees of the Toronto City Fire Department, reached in direct bargaining a new agreement to succeed one that expired December 31, 1979. The new two-year contract was ratified on July 22, and included a two-step salary increase of 11 per cent in the first year and an additional 9 per cent for 1981. The increases brought a first class firefighter's salary to \$24,473 per year on October 17 (the effective date of the second of the 1980 installments) and to \$26,676 on January 1, 1981, making the Toronto men the highest paid in Canada. The settlement provided also for the expansion of the bargaining unit to include several classifications ranging from technician to assistant deputy chief, with their job rates set according to a revised percentage differentials schedule. Other changes included improvements in the paid holidays clause and in the vision and dental care plans. A uniform issuance clause was written into the contract and first time provisions for mileage allowances and a bonus week of paid vacation upon completion of 25 years of service were also negotiated.

The Toronto City agreement was the third settled this year out of the seven major municipal firefighters contracts which opened up for renewal on December 31, 1979. The remaining three, in North York, Windsor and Mississauga, were settled last time for a two-year term and do not expire until December 1981. The two other 1980 settlements, in Hamilton and London, were finalized in March also in direct negotiations. The Hamilton agreement gave the 414 firefighters a two-step general increase of 9 per cent which brought a first class firefighter's annual salary to \$23,438 by July 1, 1980. On the same date, the London first class firefighters received \$22,900, as a result of a two-step increase averaging 8.1 per cent. Both agreements followed closely the monetary terms of the existing agreements between the cities and their civic employees, represented by the Canadian Union of Public Employees.

Of the remaining four unsettled bargaining situations, a wage reopener in Etobicoke and a renewal agreement in Kitchener were still at the direct talks stage at the end of June, and the Ottawa and Scarborough disputes were heading to binding arbitration. In all the disputes the main issues were monetary, with the Etobicoke, Ottawa and Scarborough firefighters seeking wage parity with their Toronto counterparts.

Municipal Police Settlements. The 1980 negotiations between the major municipal Boards of Police in Ontario and the respective Police Associations involved 11 agreements covering units of 200 or more employees, all of which expired December 31, 1979, and a second year wage reopener in a current contract effective through 1980. The reopener provision was included in the Metropolitan Toronto Police Force agreement signed last year. At the opening session with the Metro Police Commission in January, the Association proposed a 17.7 per cent pay increase for the current year, while the Commission offered a two-stage general increase of 5 per cent each, averaging 8.94 per cent over the 12-month term. The offer was rejected by the 5,300 policemen, who were seeking salaries comparable with those recently granted first class constables in Montreal and Vancouver (\$24,863 and \$24,636 per annum, respectively). The dispute was referred to an arbitrator whose

binding decision issued June 4, awarded a general salary increase of 8.03 percent retroactive to January 1, 1980 and a further 2.13 per cent on August 1, 1980. The two-step increases paralleled those won a month earlier in direct talks by the 3,900-strong Ontario Provincial Police Association. As a result, a first class constable's salary in Toronto rose from the previous \$21,780 per year to \$24,030 following the second raise, as compared with \$23,935 for a first class O.P.P. constable. [See p. 321 of the May 1980 issue of this report for details of the O.P.P. agreement].

In response to the award, the M.T.P. Association requested early discussions on the 1981 contract and set a July 31 deadline for a satisfactory conclusion of the negotiations. This time, the policemen, additionally embittered by the concurrent Toronto firefighters settlement giving first-class firemen \$167 more in actual take-home pay in 1980, threatened to launch some form of work action to back up demands for an increase which would make the Toronto Police the highest paid force in the country. A work slowdown began on August 11, the day after about 2,000 policemen rejected in a show-of-hands vote the Commission's offer of a 12.3 per cent increase. The offer would have brought a first class constable's annual salary to \$27,000 on January 1, 1981, but was \$100 less than their Montreal colleagues will get on that date. The work slowdown was suspended two weeks later, after 75 policemen submitted petitions to reconsider the original salary offer and to require that all future contracts be ratified in a mail ballot vote.

Another June arbitration award resolved the 1980 dispute affecting Durham Regional Police Force. It gave the 360 policemen a general increase of 7.5 per cent and improvements in overtime and mileage provisions. In earlier months of the year an additional seven 1980 police contracts were settled in direct bargaining. Five of them were of a one year duration and provided salary increases of between 7.5 and 9.6 per cent. The remaining two covered a two-year term running through 1981. They included annual increases of 8.5 and 9 per cent in Thunder Bay, and 9 and 7.5 per cent in the Sudbury Region. Apart from wages, the main issues in this year's police negotiations involved fringe benefits and pensions, with the associations seeking various forms of a 30-years-of-service retirement. The pension issues in the Ottawa and Halton Region were the main stumbling blocks in those disputes and eventually were referred to arbitration. In the meantime, the outstanding contract for the 1,000-member Metropolitan Toronto civilian police group, who last spring along with the uniformed unit rejected the Commission's initial offer, was settled in early July through direct bargaining. The one-year settlement, since ratified by the three separate units of clerical, garage and parking control officers (including cadets and matrons), provided an initial general wage increase of 9 per cent plus an additional 2 per cent on July 1, with special adjustments for parking control officers on September 1, 1980.

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Atomic Energy of Canada, Ltd., Research Co., Chalk River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	434
Benson & Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	369
Burns Meats Ltd., Ontario, Manitoba, Saskatchewan, Alberta and British Columbia	Food and Commercial Workers (AFL-CIO/CLC)	362
C & M Products Ltd., Markham	Steelworkers (AFL-CIO/CLC)	391
Canada Packers Inc., Canada-wide	Food and Commercial Workers (AFL-CIO/CLC)	363
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FOOD AND BEVERAGE

Burns Meats Ltd. in Ontario, Manitoba, Saskatchewan, Alberta and British Columbia - Various locals, Food and Commercial Workers (AFL-CIO/CLC) (1,700 employees): A 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/80</u>	<u>June 23/80</u>	<u>June 1/81</u>
	General Increases	90¢		95¢
	Job Class Increment		7¢ (6.5¢)	7.5¢
	Adjustments (See note below)		21¢-28¢-42¢	22.5¢-30¢-45¢

Ontario, Manitoba
Saskatchewan & Alberta

Labour Rate	\$8.54 (\$7.64)	\$8.54	\$9.49
Journeyman	\$10.035 (\$9.135)	\$10.315	\$11.565

British Columbia

Labour Rate	\$8.585 (\$7.685)	\$8.585	\$9.535
Journeyman	\$10.08 (9.18)	\$10.36	\$11.61

NOTE: Effective following ratification and again on June 1, 1981, job rates for Maintenance Departments increased: 2nd & 3rd Class Engineers and Lead Heads - 6 grades; Journeymen - 4 grades and Improvers - 3 grades.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 25 years (all unchanged).

Health and Welfare: Weekly Indemnity - Effective June 1, 1980, 3 months to 5 years seniority - 25 weeks (previously 6 months to 5 years - 26 weeks). 5 to 10 years - 39 weeks and 10 years and over - 52 weeks (unchanged). Wage related benefits as follows:

Pay Grade	First 4 weeks	5th and subsequent weeks
0-4	\$175 (\$155)	\$180 (\$160)
5-12	\$187 (\$164)	\$192 (\$169)
13 & over	\$199 (\$173)	\$204 (\$178)

Effective June 1, 1981

0-4	\$200	\$205
5-12	\$215	\$220
13 & over	\$230	\$235

Employer pays first \$4 (\$1.75) of monthly premium. Balance shared equally (unchanged).

Long Term Disability Plan (new) - Provision for employees with 10 or more years' service. Linked with retirement plan and Life Insurance.

Vision Care Program - Effective June 1, 1981, \$60 (\$40).

Dental Plan - Payments to be based on the 1980 (1978) schedule of rates for each province.

Pension Plan: Supplement - Effective September 1, 1980, \$6 (\$5) per month per year of service to a maximum 30 years. Effective September 1, 1981, \$7.40.

Early Retirement - Effective January 1, 1981, at age 62 (63) with no actuarial reduction. Effective January 1, 1982, at age 61.

Overtime Meal Allowance: \$5 (previously employer supplied meals).

Safety Shoe Allowance: Effective June 1, 1981, \$25 (\$12) per year.

Canada Packers Inc., Canada-wide - Various locals, Food and Commercial Workers (AFL-CIO/CLC) (5,600 employees): A 23 1/2-month renewal agreement effective from June 18, 1980 to May 31, 1982, settled with mediation assistance. Duration of negotiations - 5 months.

The agreement covers 12 plants in 7 provinces.

Wages:	Effective	June 1/80	June 1/81
General Increases		90¢	95¢
Job Class Increment		7¢ (6.5¢)	7.5¢
Adjustments ("A" Trades and 2nd & 3rd Cl. Engineers)		42¢ - i.e., equivalent to a 6 bracket increase	45¢ - i.e., equivalent to a 6 bracket increase
Adjustment (P.E.I.)*		5.5¢	

Prince Edward Island,
Quebec, Ontario, Manitoba,
Saskatchewan and Alberta

Labourer (Base Rate)	\$8.54 (\$7.64)	\$9.49
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	<u>June 1/80</u>	<u>June 1/81</u>
Millwright**	\$10.64 (\$9.20)	\$12.19
<u>British Columbia</u>		
Labourer (Base Rate)	\$8.585 (\$7.685)	\$9.535
Millwright**	\$10.685 (\$9.245)	\$12.235

*Rate schedules now standardized throughout Canada except for British Columbia.

Labourer rates shown are base rates payable upon completion of 13 weeks' service. Starting rates are 9¢ per hour less.

**June 1, 1980, Job Bracket 30 (24); June 1, 1981, Job Bracket 36.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 25 years (all unchanged).

Health and Welfare: Weekly Indemnity - Three wage related benefit groups. Duration of coverage ranges from 4 weeks for employees with 6 to 18 months of service to 52 weeks for employees with 10 or more years of service. Premiums are cost shared.

<u>July 1/80</u>	<u>1st 4 weeks</u>	<u>5th to 52nd week</u>
Group 1	\$175 (\$155)	\$180 (\$160)
Group 2	\$187 (\$164)	\$192 (\$169)
Group 3	\$199 (\$173)	\$204 (\$178)

June 1/81 - Group 1 rate increases by \$25, Group 2 by \$28 and Group 3 by \$31.

Vision Care - Effective June 1, 1981, \$60 (\$40) every 2 years.

Dental Plan - Payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Non-Contributory Plan - For retirements during the first year of the agreement, \$6 (\$5) per month per year of service to a maximum of 30 years. For retirements in the second year, \$7.40.

Contributory Plan - Remains unchanged.

Early Retirement - Effective July 1, 1980, at age 62 (63) with no actuarial reduction. Effective June 1, 1981, at age 61.

Meal Allowance: \$5 (\$2).

Safety Footwear Allowance: Effective June 1, 1981, \$25 (\$12) per year.

Swift Canadian Co. Ltd., in Ontario, Alberta and British Columbia - Various locals, Food and Commercial Workers (AFL-CIO/CLC) (1,300 employees): A 23 1/2-month renewal agreement effective from June 12, 1980 to May 31, 1982, settled with mediation assistance. Duration of negotiations - 5 months.

Note: The St. Boniface, Manitoba plant has been closed.

Wages:	Effective	June 1/80	June 1/81
General Increases		90¢	95¢
Job Class Increment		7¢ (6.5¢)	7.5¢
Adjustments (Provincially certified Tradesmen and 2nd & 3rd Cl. Engineers)		42¢ - i.e., equivalent to 6 brackets	45¢ - i.e., equivalent to 6 brackets

Ontario and Alberta

Labourer (Base Rate)	\$8.54 (\$7.64)	\$9.49
Second Class Engineer*	\$10.92 (\$9.46)	\$12.49

British Columbia

Labourer (Base Rate)	\$8.585 (\$7.685)	\$9.535
Second Class Engineer*	\$10.965 (\$9.505)	\$12.535

*Effective June 1, 1980, Job Bracket 34 (28). Effective June 1, 1980, Job Bracket 40.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 25 years (all unchanged).

Health and Welfare: Weekly Indemnity - Effective upon ratification, 15 weeks of coverage after 3 months of service. 16 weeks of coverage after 8 years of service and 2 additional weeks for each additional year of service thereafter without limit. Payment ranges from 50% of normal weekly wages for the first week to 65% for the fifth and subsequent weeks. (Previously, no coverage during first 12 months of service. Thereafter 2 weeks for each year of service. Paid on same basis as above).

Vision Care - Effective June 1, 1981, maximum claim for eyeglasses is \$60 (\$40) every 2 years.

Dental Plan - Payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Monthly Benefit - Effective September 1, 1980, \$12.50 (\$11.50) per year of service. Effective September 1, 1981, \$13.90.

Early Retirement - Effective January 1, 1980, no actuarial reductions for retirements at age 62 (63) with 20 years of service. Effective January 1, 1981, at age 61 with 20 years of service.

Long Term Disability Pension - Effective June 1, 1980, 15 (20) years of service for eligibility. Effective June 1, 1981, 10 years.

Meal Allowance: \$5 (\$2).

Safety Footwear Allowance: Effective June 1, 1981, \$25 (\$12) per year.

H.J. Heinz Company of Canada, Ltd. at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (1,100 Factory Unit employees, 120 Office Unit employees and 60 Quality Unit employees): Three 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 1/80	May 1/81
COLA Fold-in		97¢	
General Increases		7%	6%
Job Grade 1 (Light Production)	\$8.61 (\$7.08)		\$9.13
Job Grade 5 (Semi-skilled Production)	\$8.87 (\$7.32)		\$9.40
Job Grade 9A (includes Mechanic "A")	\$10.27 (\$8.63)		\$10.89

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: Quarterly adjustments of 1¢ for each 0.35 change in the Consumer Price Index -1971=100, for the period May 1, 1980 to April 30, 1981. 1¢ for each 0.325 change in the C.P.I. for the period May 1, 1981 to April 30, 1982. (Previously, 1¢ per 0.375 change in the first year and 1¢ per 0.35 change in the second. Generated 97¢).

Shift Premium:	Formula remains unchanged - 3% and 4 1/2% of Grade 1 rate for afternoon and night shifts, respectively. Effective May 1, 1980, generates 0-26¢-39¢ (0-21¢-32¢). Effective May 1, 1981, 0-27¢-41¢.
Paid Holidays:	12 plus two half days (unchanged).
Paid Vacation:	2 weeks after 10 months' service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 19 years and 6 weeks after 25 years (all unchanged). Vacation Pay - Effective May 1, 1981, 2% of annual earnings per week of vacation (unchanged) or 1 week of normal wages, whichever is greater (new).
Bereavement Leave:	Grandchild is added for 1 day's paid leave.
Health and Welfare:	<u>Long Term Disability</u> - Effective May 1, 1981, \$500 (\$400) per month. <u>Dental Plan</u> - Effective July 1, 1980, periodontal and endodontic coverage is added. Payments are based on the 1980 (1977) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Monthly Benefit</u> - Effective January 1, 1980, \$13 (\$12) per year of service. Effective January 1, 1981, \$14. <u>Early Retirement Supplement</u> - Effective January 1, 1980, \$13 (\$12) per year of service. Effective January 1, 1981, \$14.
Meal Allowance:	\$3.75 (\$3.25) for highway transport drivers.

Laura Secord, Division of Ault Foods (1975) Ltd. at Scarborough - Local 304, Brewery Workers* (CLC) (600 full-time production employees): A 36-month renewal agreement effective from April 1, 1980 to March 31, 1983, settled at the conciliation officer stage. Duration of negotiations - 2 months.

*Previously represented by Bakery and Confectionery Workers (AFL-CIO/CLC).

Wages:	Effective	Apr. 1/80	Apr. 1/81	Apr. 1/82
General Increases		65¢	65¢	65¢
Skilled Trades Adjustments		75¢	50¢	
Tractor Trailer Adjustment		50¢		
<u>Job Rates</u>				
Group 1 (includes General Helper)		\$5.27 (\$4.62)	\$5.92	\$6.57

	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
Group 7B (Tractor Trailer Driver)	\$8.65 (\$7.50)	\$9.30	\$9.95
Stationary Engineer 2nd Class	\$9.77 (\$8.37)	\$10.92	\$11.57
Cost of Living Allowance (new):	1¢ for each 0.5 point rise in the Consumer Price Index - 1971 = 100, above a 13% rise over the base period March 1982. Capped at 13¢. In addition, a 10¢ per hour COLA bonus will be paid starting October 1, 1982.		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	Effective April 1, 1981, 0-20¢-25¢ (0-15¢-20¢). Effective April 1, 1982, 0-25¢-30¢.		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	1 week with 4% pay after 6 months' service, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 13 years, 5 weeks after 22 years and 6 weeks after 30 years (all unchanged).		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective April 1, 1981, payable on a 1-1-4-40 (1-1-4-26) basis. <u>Dental Plan (new)</u> - Effective August 1, 1980, basic, preventative plan implemented. \$25 single/\$50 family deductible. 80%-20% co-insurance. Employer pays 50% of premium costs. Effective April 1, 1981, 75%. Effective April 1, 1982, 100%.		
Meal Allowance:	Effective April 1, 1981, \$4.50 (\$3.50) for truck drivers working outside of a 30 mile radius. All other employees working overtime of 2 hours or more, \$2.50 (\$1.50).		
Safety Shoe Allowance:	35¢ (25¢) maximum for 1 pair per year. Effective April 1, 1981, \$40.		
<u>Monarch Fine Foods Co. Ltd. at Rexdale - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 275 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.</u>			
Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	General Increases	\$1.00	\$1.00
	Packer	\$7.67-\$7.87 (\$6.67-\$6.87)	\$8.67-\$8.87
	Maintenance Class A	\$10.62 (\$9.62)	\$11.62
Maximum rates for Packer are reached after the 60 worked days probationary period. (Previously, after one 3-month and one 9-month increase).			

Cost of Living Allowance:	50-cent allowance generated under the previous agreement continues to float. 1¢ per 0.5 point increase in the Consumer Price Index - 1971 (1961)=100. To be adjusted quarterly and paid as an add-on. Capped at 25¢ in each year. (Basic formula is unchanged. Previously, capped at 50¢.)
Shift Premium:	0-40¢-40¢ (0-35¢-35¢).
Paid Holidays:	Effective in the second year, the second Monday in February or Heritage Day, if declared, is added for a total of 12 days.
Paid Vacation:	5 weeks after 20 (23) years' service.
Health and Welfare:	Life Insurance and A.D. & D. - \$7,500 (\$5,000) coverage. Effective May 1, 1981, \$10,000. <u>Long Term Disability Fund (new)</u> - Effective in the second year, employer contributes \$1.50 per employee per week. Dental Plan - Effective July 1, 1980, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.
Foot Allowance:	\$60 (\$55) per year.
Tool Allowance:	\$175 (\$150) per year for maintenance mechanic.

TOBACCO PRODUCTS

Jenson & Hedges (Canada) Inc. at Brampton - Local 325, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 12, 1980 to April 12, 1982, covering 252 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Stages:	Effective	Apr. 12/80	Apr. 12/81
	General Increases	13%	9.5%
	General Help-Light	\$7.94 (\$7.03)	\$8.70
	General Help-Heavy	\$8.77 (\$7.76)	\$9.60
	Machinist	\$12.16 (\$10.76)	\$13.31

Cost of Living Allowance (new): Effective April 12, 1981, 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Triggers at 9.5%. Adjusted weekly.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Leave: Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Dental Plan - Employer pays 100% (75%) of premium costs.

Safety Shoe Allowance: \$40 (\$20) per pair.

Tool Allowance (new): \$200 per year for tradesmen.

RUBBER AND PLASTIC PRODUCTS

B.F. Goodrich Canada Ltd. (Industrial Products Plant) at Kitchener - Local 73, Rubber Workers (AFL-CIO/CLC) (540 hourly rated and incentive employees): A 36-month renewal agreement effective from June 1, 1980 to May 31, 1983, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/80</u>	<u>June 1/81</u>	<u>June 1/82</u>
General Increases		40¢	23¢	25¢
COLA Fold-in		54¢	Accumulated Float	Accumulated Float
<u>Hourly Rated Employees*</u>				
Skilled Trades Adjustments		25¢	15¢	
Inequity Adjustments**		1¢-21¢	1¢-21¢	
Sweeper		\$7.42 (\$6.48)		
Electrician		\$9.63 (\$8.44)		

*Incentive rated employees receive COLA fold-ins, general increases and adjustments in amounts sufficient to produce commensurate improvements received by the hourly-rated employees.

**Range from 1¢ for Group 8 to 21¢ for Group 15.

Cost of Living Allowance: Quarterly adjustments of 1¢ per 0.3 increase in the average Consumer Price Index - 1971=100, over the base period, being April, May and June of each year. A total of 11 adjustments with COLA generated folded in at the end of each year. (Previous formula similar. 69¢ generated and folded into rates during the first 2 years of agreement. 4¢ diverted each quarter to fund dental plan.)

COLA Advance - Effective June 1, 1980, 20¢. Effective June 1, 1981, 15¢. Effective June 1, 1982, 15¢. To be recovered in subsequent COLA adjustments.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 9 designated days plus 3 (2) floats.

Paid Vacation: 4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged).

Minimum Vacation Pay - \$225 (\$160) per week. Applies only in those cases involving shortages of work time credits due to illness or accident. Employee must have resumed normal work duties not less than 2 (3) months before vacation is granted.

Termination: Great grand-parents are added for up to 3 days' paid leave plus travelling time. Also applies for serious illness in immediate family.

Health and
Welfare:

Life Insurance

Employees - \$13,000 (\$11,500) coverage. Effective June 1, 1981, an employee may elect an additional \$13,000 coverage on a contributory basis (new). Employee's share is currently set at \$1.80 per week.

Retirees - \$6,500 (\$5,500) coverage if eligible.

Dependent Coverage (new) - Effective June 1, 1981, spouse \$5,000; dependent child \$1,000. Paid on a contributory basis. Employee's share is currently set at 47¢ per week.

A.D. & D. - \$13,000 (\$11,500) coverage.

Weekly Indemnity - 66 2/3% of average weekly earnings to a maximum of \$174 (\$147).

Dental Plan - Payments to be based on the 1980 (1977) Ontario Dental Association fee schedule. Additional services included for coverage under the comprehensive plan.

Transition Survivor Income Benefit - \$250 (\$200) per month, less any applicable statutory offsets, to an overall payment of \$6,000 (\$4,800).

Bridge Survivor Income Benefit - \$250 (\$200) per month, less any applicable statutory offsets.

Prescription Eyeglasses - Maximum claim is \$80 (\$60) every 2 years.

Pension Plan:

Basic Monthly Benefit - \$15 (\$11.75) for each year of service for employees retiring on or after June 1, 1980.

Supplementary Monthly Benefits

Type A - \$10 (\$9) per year of service to a maximum of 30 (25) years of credit for employees retiring on or after June 1, 1980. Applies prior to Old Age Security.

Type B - \$4.30 (unchanged) per year of service to a maximum credit of 30 (25) years for employees retiring on or after June 1, 1980. Applies from commencement of Old Age Security.

Special Early Retirement Pension - Eligibility requires age 62 and 10 years of service (unchanged) or age 55 and 30 (37) years of service.

Deferred Vested Benefit - \$15 (\$11.75) per month per year of service for employees whose service terminates on or after June 1, 1980.

Deferred Life Annuity - \$12.20 (\$9.05) per month per year of service prior to January 1965 and \$15 (\$11.75) per month per year of service since January 1965. Applies to employees with 10 years of service and age 45 at the time of termination of employment prior to attaining retirement age. Payable for remainder of life from age 65 with a minimum of 60 payments guaranteed.

Past Retirees - Benefits increased by \$1 per month for each year of service.

Safety Shoes Allowance: \$12 (\$8) per pair.

Paid Leave for Local Union President: 40 (20) hours per week to administer the agreement.

Seiberling Canada Inc., formerly Seiberling Rubber Company of Canada Limited, at Toronto - Local 118, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 16, 1980 to June 15, 1983, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	June 16/80	June 21/81	June 20/82
General Increases		50¢	30¢	20¢
COLA Fold-in		\$1.22		
Skilled Trades Adjustment		25¢	15¢	
Miscellaneous Labour		\$7.60 (\$5.88)	\$7.90	\$8.10
Electronic Technician "A"		\$10.42 (\$8.70)	\$10.87	\$11.07

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Unchanged.) Effective June 16, 1981, 1¢ per 0.26 increase in the CPI - 1971=100. Adjusted quarterly. Advance Cola payments of 20¢ in the first year and 15¢ in the second and third years are boxed.

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 1 additional day for a total of 12 days.

aid Vacation: 4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years.

Health and Welfare: Life Insurance - \$13,000 (\$11,500) coverage.

Weekly Indemnity - Maximum benefit is \$174 (\$147) per week payable on a 1-8-52 basis.

Eyeglasses - \$80 (\$60) annually.

Dental Plan - Blue Cross Rider #4 is added to Plan 7 with Riders #1 and #2.

ension Plan: Basic Benefit - \$15 (11.75) per month per year of service.

Supplementary Benefit - \$10 (\$9) per month per year of service.

Early Retirement - 55 years and 30 (37) years of service with no actuarial reduction.

niroyal Ltd., Tire Factory and Rubber Machinery Shops at Kitchener - Local 80, Rubber Workers (AFL-CIO/CLC) (1,255 production, shipping and maintenance employees): A 36-month renewal, agreement effective from May 5, 1980 to May 4, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

ages:	Effective	<u>May 5/80</u>	<u>May 3/81</u>	<u>May 2/82</u>
	<u>Day Workers*</u>			
	General Increases	50¢	30¢	20¢
	COLA Fold-in	48¢	36¢	To be determined
	Skilled Trades Adjustments	25¢	15¢	
	Janitor	\$7.285 (\$6.305)	\$7.945	\$8.145
	Electrician	\$9.495 (\$8.265)	\$10.305	\$10.505

*Incentive Workers - COLA fold-ins, general increases and skilled trades adjustments will be prorated so that when applied against the average efficiency rate will produce the same net effect as for day workers.

ost of Living Allowance: 84¢ generated during part of the previous agreement will be incorporated in two stages - 48¢ on May 5, 1980 and 36¢ on May 3, 1981.

Effective in the first year, 1¢ per 0.3 increase in the Consumer Price Index - 1971=100. 4 quarterly adjustments beginning August 24, 1980. Base is the average CPI for March-April-May 1980. (Previous formula similar).

Effective in the second year, 1¢ per 0.26 increase in the CPI - 1971=100. 4 quarterly adjustments beginning August 23, 1981. Base is the average CPI for March-April-May 1981.

Effective in the third year, the same formula as the second year. 3 quarterly adjustments beginning August 22, 1982. Base is the average CPI for May-June-July 1982.

All COLA generated in any one year will be incorporated into the wage structure at the conclusion of the following year.

COLA Advance - Effective June 13, 1980, 20¢. Effective May 3, 1981, 15¢. Effective May 2, 1982, 15¢. These advance payments are to be recovered by deducting 5¢ increments from subsequent COLA adjustments.

COLA Diversion - No diversion during this agreement. The 4¢ diverted to dental plan financing during the previous agreement will be retained.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Carbon Black Allowance: \$1.25 (90¢) per shift.

Paid Holidays: 1 floating holiday is added for a total of 12 days.

Paid Vacation: 4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged).

The employer has the option of providing payment in lieu of time off for any extra weeks of vacation generated by these changes during 1980.

Minimum Vacation Pay - \$225 (\$160) per week of vacation. Applies to employees with one or more years of service who have worked at least 3 months in the vacation year and who have lost time due to sickness or injury.

Bereavement Leave: Employee's and spouse's great-grandparents are added for 3 days' paid leave.

Court Witness Leave: Employees subpoenaed by the Crown as a witness to be covered by Jury Duty clause.

Health and Welfare: Life Insurance

Employee - \$13,000 (\$11,500) company-paid coverage; plus \$13,000 (new) optional, employee-paid.
Spouse - \$5,000 (new) optional, employee-paid.
Dependent Child - \$1,000 optional, employee-paid.
Pensioners - \$6,500 (\$5,500), company-paid.
Retirees (Disability) - \$13,000 (\$11,500) prior to age 65, \$6,500 (\$5,500) at age 65, company-paid.

A.D. & D. - \$13,000 (\$11,500) coverage, payable when loss occurs within 365 (180) days of date of accident.

Weekly Indemnity - 66 2/3% of specified weekly earnings to a maximum of \$174 (\$147) per week for up to 52 weeks.

Extended Health Care - Maximum claim for eyeglasses is \$80 (\$60) every 24 months.

Dental Plan - Effective July 1, 1980, extensive restoration coverage added. Payments are based on the 1980 (1977) Ontario Dental Association fee schedule. Improvements do not apply to employees who retired prior to this agreement.

Transition Survivor Income Benefit - \$250 (\$200) per month, less any applicable statutory offsets, for 24 months. Minimum payout remains at \$150 per month.

Bridge Survivor Income Benefit - \$250 (\$200) per month less any applicable statutory offsets.

Pension Plan:

Basic Monthly Benefit - \$15 (\$11.75) per year of service.

Supplementary "A" Monthly Benefit - \$10 (\$9) per year of service to a maximum of 30 (25) years.

Supplementary "B" Monthly Benefit - \$4.30 per year of service (unchanged). Maximum increased to 30 (25) years of service.

Early Retirement - No actuarial reduction in basic or supplementary benefits for employees retiring at age 55 with 30 or more years of service (Previously, supplementary was reduced for each year below age 62 or 37 years of service, whichever was less).

Deferred Vested Pension - \$15 per month for each year of credited service if the last day of active employment was after May 4, 1980. (Previously, \$10.25, \$11, or \$11.75, depending on period of last employment with the company).

Joint and Survivor Option - Deemed to be in place for active employees who die prior to age 55 (new). Reduction on basic monthly pension for election of this option eliminated.

Supplementary
employment
benefit Plan:

Employer Contribution - 5¢ to 15¢ (2¢ to 12¢) per compensated hour, depending on Trust Fund level. Determination is made each pay period.

Separation
payment Plan:

Benefits - 1 year of seniority - average hourly earnings times 50, 2 years - times 70, 3 years - times 100, 4 years - times 135. For 5 but less than 10 years - weekly straight time pay multiplied by 1 times years of service; for 10-15 years multiplied by 1 1/4 times years of service; for 15-20 years multiplied by 1 1/2 times years of service; for 20 or more years multiplied by 2 times years of service.

(Previously ranged from 50 times average hourly earnings for employees with 2 years of seniority to 3% of total earnings for employees with 15 or more years of seniority).

Pay for Union President: By letter of understanding, employer pays up to 8 hours per day or 40 hours per week for time spent in the administration of the contract. Effective June 13, 1980, \$9.495 (\$6.745) per hour. Effective May 3, 1981, \$10.305. Effective May 2, 1982, \$10.505. COLA also paid.

Pay for Other Union Officials (new): By letter of understanding employer pays up to \$200 per month at applicable straight-time average hourly earnings for members of union executive, other than president, and union chairmen of various committees for time lost from work due to administration of contract.

TEXTILE

Patons and Baldwins (Canada) Limited at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 358 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	May 4/80	May 3/81	Nov. 1/81
General Increases		50¢	45¢	10¢
Additional Adjustments		25¢ for Carpenters and Mechanics		
General Labourer		\$4.685 (\$4.185)	\$5.135	\$5.235
Mechanic		\$6.855-\$7.015 (\$6.105-\$6.265)	\$7.305-\$7.465	\$7.405-\$7.565

Maximum rate for Mechanic is reached after the 2 month probationary period.

Paid Vacation: 3 weeks after 6 (7) years' service and 4 weeks and 9% vacation pay after 14 (15) years.

Health and Welfare: Sick Benefit - \$15 (\$11) per day for a maximum of 10 days.

FURNITURE AND FIXTURE

Knechtel Furniture Limited at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 245 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	July 1/80	Jan. 1/81
General Increases		7%	3%*
Grade 1 (includes Helper)		\$5.76-\$6.17 (\$5.38-\$5.77)	\$5.93-\$6.36

	<u>July 1/80</u>	<u>Jan. 1/81</u>
Grade 11 (includes Maintenance Electric, with Certificate)	\$6.90-\$7.10 (\$6.45-\$6.64)	\$7.11-\$7.31

	<u>July 1/81</u>	<u>Jan. 1/82</u>
Effective		
General Increases	7%	3.5%
Grade 1 (includes Helper)	\$6.34-\$6.80	\$6.57-\$7.04
Grade 11 (includes Maintenance Electric, with Certificate)	\$7.61-\$7.82	\$7.88-\$8.09

Probationary period is 30 calendar days. Maximum rates are reached after one 3-month and one 6-month increase, or on merit. (Unchanged for Grades 1-5. Previously, one 3-month, one 6-month and two 12-month increases, or on merit for Grades 6-11.)

*Note: Effective January 1, 1981, 3¢ per hour will either be diverted to the Pension Plan or added on to wages.

Hours of Work:	Effective January 1, 1981, 41 1/2 (42 1/2) hours per week. Effective January 1, 1982, 40 hours per week.
Paid Vacation:	3 weeks after 7 (8) years' service.
Servicemembers' Leave:	Son-in-law and daughter-in-law are added for 3 days' paid leave.
Health and Welfare:	<u>Life Insurance</u> - \$7,500 (\$5,000) coverage.
Safety Shoe Allowance (new):	\$10 per year upon receipt of purchase.

Unar, a Division of Hauserman Limited, formerly a Division of Massey Ferguson Industries Limited at Waterloo - Local 3292 and 7657, Steelworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 9, 1980 to May 8, 1982, covering 235 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 9/80</u>	<u>May 9/81</u>
	Average Increases	5%	5%
	COLA Fold-in	50¢	50¢
	<u>Production</u>		
	Sewing M/C Operator	\$6.94 (\$5.97)	\$7.65

	<u>May 9/80</u>	<u>May 9/81</u>
Toolmaker	\$9.01	\$9.83
1st Class	(\$7.94)	

Office

Level 1 (includes Clerk Typist)	\$192.83-\$210.84 (\$159.54-\$176.69)	\$216.26-\$235.16
Level 8 (includes Layout Designer)	\$398.63-\$434.00 (\$355.54-\$389.22)	\$432.35-\$469.48

Probationary period is 60 working days for office employees. Maximum rates are reached after one 6 month increase followed by annual increases of \$5 each.

Cost of Living Allowance: 50¢ of the 70-cent cost of living allowance generated under the previous agreement is folded into wages May 9, 1980, leaving a float of 20¢.

1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. Adjusted quarterly. Capped at 50¢ in each year.

Paid Holidays: Effective May 9, 1981, 1 additional day is added for a total of 13 days.

Paid Vacation: Effective May 9, 1981, 6 weeks after 20 (25) years' service.

Vacation Bonus: Effective May 9, 1981, 18% (17%) of vacation pay.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective May 9, 1981, \$14,000.

Weekly Indemnity - Benefits increase to 66 2/3% of total earnings using average of 4 previous weeks as base (previously 66 2/3% of base rate). Payable on a 1-4-52 basis. Effective May 9, 1981, benefits increase to 70% of total earnings using average of previous 4 weeks as base.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective May 9, 1981, based on the 1981 ODA fee schedule.

Pension Plan: \$9.50 (\$8.75) per month per year of service for present and future retirees. Effective May 9, 1981, \$10.50 per month.

Canadian Woodwork Manufacturers Association, formerly Metropolitan Toronto Store

Fixture Manufacturing Companies at Toronto - Local 2679, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from April 16, 1980 to April 15, 1982, covering 323 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months. Previous agreement expired February 15, 1980.

Wages:	Effective	<u>June 2/80</u>	<u>Apr. 16/81</u>
General Increases		65¢	55¢
Labourer		\$6.76 (\$6.11)	\$7.31
Cabinet Maker (1st Class)		\$8.52 (\$7.87)	\$9.07

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index-1971=100. To be adjusted quarterly and folded into base rate. (Basic formula is unchanged.)

Paid Vacation: 3 weeks after 5(6) years' service. One additional weeks' pay after 15 or more years' of service (new).

Health and Welfare: Employer Contribution - Effective June 2, 1980, 45¢ (32¢) per hour earned per employee. Effective April 16, 1981, 55¢ per hour.

Simmons Limited at Brampton - Local 513, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 230 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
General Increases		55¢	45¢
Additional Adjustments		Many classification adjustments averaging 10¢	
Quilting Machine Operator		\$6.61 (\$5.96)	\$7.06
Maintenance Mechanic		\$8.55 (\$7.58)	\$9.00

Cost of Living Allowance: 17¢ allowance generated under the previous agreement continues to float.

1¢ per 0.5 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at 20¢ per year. (Previously, 1¢ per 0.35 increase in the CPI. Capped at 17¢.)

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: Effective in 1982, one additional day is added for a total of 12 days.

Health and Welfare: OHIP - Employer pays 100% of current (1978) premium costs.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Toronto Spring Manufacturers - Local 7291, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/80	Apr. 1/81
	Increases	10% for incentive; 55¢ for Class 1 and 60¢ for Class 2 and up	10% for incentive; 55¢ for others
	Spring Assembler	\$4.80 (\$4.25)	\$5.35
	Class IX (Tool & Die Maker)	\$7.35 (\$6.75)	\$7.90

Paid Vacation: Effective April 1, 1981, 3 weeks after 6 (7) years' service and 4 weeks after 15 (16) years.

PAPER AND ALLIED

DRG Packaging (Division of DRG Limited) at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC) (printing employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/80	Sept. 7/81
	General Increases	10%	10%
	Classification Adjustments	Flow Biller is added to Group 12; Busch Die Cutter to be established	
	Group 20 (includes Belt Packer)	\$5.63-\$6.07 (\$5.12-\$5.52)	\$6.19-\$6.68
	Group 16 (includes Cutter Helper)	\$6.74-\$7.02 (\$6.13-\$6.38)	\$7.41-\$7.72
	Group 1 (includes Electronic Specialist)	\$9.74-\$10.58 (\$8.85-\$ 9.62)	\$10.71-\$11.64

Probationary period is 75 days worked (unchanged) with the option of an extension up to 30 calendar days upon mutual agreement (new). Maximum rates for Belt Packer are reached after 24 months, for Cutter Helper after 12 months and for Electronic Specialist after 72 months.

Signing Bonus: \$100 for all employees on the payroll on June 22, 1980 and July 17, 1980 with the exception of those people who are on lay-off at that time.

Night Shift Premium: 35¢ (30¢) per hour. Effective September 1, 1981, 40¢.

Paid Vacation: Effective in 1981, 5 weeks or vacation pay after 21(22) years' service. Effective in 1982, 5 weeks after 20 years.

Health and Welfare: Life Insurance - Effective January 1, 1981, \$8,000 (\$7,000) coverage. Effective January 1, 1982, \$9,000.

Weekly Indemnity - Effective January 1, 1981, payable on a 1-1-7-15 (1-1-8-15) basis.

Major Medical - Effective January 1, 1981, employer pays 85% (80%) of premium costs. Deductibles of \$10 (\$15) single and \$20 (\$30) family and co-insurance.

Pension Plan: Basic Benefit - Effective January 1, 1981, \$9.50 (\$8.50) per month per year of service. Effective January 1, 1982, \$10.50.

Meal Allowance: \$3 (\$2.50).

Safety Shoe Allowance: Effective January 1, 1981, \$25 (\$20) per year.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers Union of Canada (an affiliation of International Association of Greeting Card Workers, Cleveland, Ohio) (750 plant production employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

There is a scheduled wage reopener for July 1, 1981. Pension changes will also be negotiated at that time.

Wages:	Effective	<u>July 1/80</u>
	General Increase	9%
	Additional Adjustments	25¢ to power truck operators
	General Factory Help	\$4.19-\$4.44 (\$3.94-\$4.07)
	Head Machinist	\$8.96-\$10.34 (\$8.22-\$9.49)

July 1/80

Head Pressman	\$10.69-\$13.10 (\$9.81-\$12.02)
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*The start rates for the first 4 labour grades are 10¢ less than the general increase.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 (unchanged).

Paid Vacation: Ranges from 2 weeks after 1 year to 5 weeks after 25 years (unchanged).

Health and Welfare: Extended Health Care Plan - Employer contributes \$1 per month for single employees and \$3 per month for employees with dependants. (Previously, no contribution).

Sick Pay Benefit Plan - Every 6 months, 7 (6) days of benefit coverage following a 3 (4) day waiting period. Non-cumulative.

Bereavement Leave: 3 (1) days' paid leave for son-in-law or daughter-in-law. 1 day if unable to attend funeral of a parent. (Previously, no provision for non-attendance).

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC) (570 employees): A 12-month renewal agreement effective from May 1, 1980 to April 30, 1981, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/80</u>
	Increase*	\$1.13 per hour
	Journeyman	\$11.39
	Compositor	(\$10.26)

*Increase applies to Journeyman rate. Day rates for apprentices range from 50% (45%) to 90% of Journeyman rate.

Hours of Work: 35 per week (unchanged).

Night Shift Premium: 80¢ (68¢) per hour over basic day rate.

Paid Holidays: 1 floating holiday is added for a total of 11 days.

Paid Vacation: 3 weeks after 1 (2) years' service, 4 weeks after 11 (12) years and 5 weeks after 24 (25) years.

Health and Welfare: Group Welfare Plan - Effective June 1, 1980, \$7.24 (\$6.01) per employee per week. Plan includes Life Insurance - \$15,000 (\$12,000) coverage, Weekly Indemnity - \$200 (\$170) per week, payable on a 1-4-26 (1-4-15) basis and Vision Care - \$60 maximum claim for eyeglasses every 2 years (new). Other coverage in the Welfare Plan did not change.

OHIP - Effective June 1, 1980, employer contributes \$20 (\$19) per month for employees with dependants and \$10 (\$9.50) for employees without dependants.

Dental Plan - Effective June 1, 1980, coverage for endodontics and dentures are added. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Employer contributes \$4.16 per week (previously \$8.84 per month for families and \$2.96 per month for singles).

Pension Plan: Employer contributes \$2.75 (\$2.50) per employee per shift.

Supplemental Unemployment Benefit Plan: Maximum Benefit - Effective June 1, 1980, \$85 (\$70) per week.

Employer Contribution - \$3.50 per employee per week (unchanged).

TRANSPORTATION EQUIPMENT

International Harvester Canada Ltd. at Chatham - Local 127, Auto Workers (CLC) (1,400 production employees): A 32-month renewal agreement effective from June 16, 1980 to February 1, 1983, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	June 6/80	June 5/81	June 4/82
General Increases*		3%	3%	3%
COLA Fold-in		\$1.56		
General Labourer		\$8.63-\$8.69 (\$6.86-\$6.92)	\$8.89-\$8.95	\$9.16-\$9.22
Electrician		\$10.78-\$10.94 (\$8.95-\$9.11)	\$11.10-\$11.27	\$11.43-\$11.61

*Increases, COLA fold-in and rates shown above apply to hourly rated employees. Incentive workers will receive commensurate adjustments.

Cost of Living Allowance: An allowance of 39¢ from the previous agreement will remain as a float in this agreement.

1¢ per 0.3 change in the average Combined United States-Canada Consumer Price Index - 1967=100, calculated quarterly. (Formula unchanged). Effective December 1982, 1¢ per 0.26 change.

Shift Premium: 0-40¢-48¢ (0-30¢-38¢).

Other Changes: Details not available at this time.

Gould Manufacturing of Canada Limited, Mechanical Products Division at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 19, 1980 to May 18, 1982, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 19/80	May 19/81
General Increases		68¢	7%
Skilled Trades Adjustment		25¢	20¢
COLA Fold-in		20¢	
Labour Grade 16 (includes Packer-Service)		\$6.16-\$6.26 (\$5.28-\$5.38)	\$6.60-\$6.70
Labour Grade 2 (includes Toolmaker A)		\$8.42-\$8.62 (\$7.29-\$7.49)	\$9.22-\$9.42

Probationary period is 60 working days. Maximum rates for Packer - Service are reached after 6 months and for Toolmaker A after 12 months.

Cost of Living Allowance: Effective May 1981, 1¢ per 0.45 increase in the Consumer Price Index - 1971=100, above the April 1981 base. Calculated quarterly. Capped at 24¢. (Same formula but 20¢ cap.)

Paid Vacation: Effective May 19, 1981, 3 weeks after 6 (7) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 to \$11,000 (\$7,000 to \$10,000) depending on wage classification. Effective May 19, 1982, \$9,000 to \$12,000.

Weekly Indemnity - Benefits range from \$110 to \$145 (\$100 to \$135) depending on classification. Effective May 19, 1981, \$120 to \$155. Payable on a 1-1-8-26 basis.

Dental Plan - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: \$7.50 (\$7) per month per year of service. Effective May, 1981, \$8.00. Current retirees pensions increase 50¢ per month per year of service in each year.

Safety Shoe Allowance: \$30 (\$20) maximum annually.

Hayes-Dana Inc. at St. Catharines and Thorold - Local 676, Auto Workers (CLC) (1,800 hourly rated and incentive employees): A 36-month renewal agreement effective from June 1, 1980 to May 31, 1983, settled at the post conciliation bargaining stage. Duration of negotiations-5 months.

Wages:	Effective	June 1/80	May 31/81	May 30/82
General Increases		3%	3%	3%
COLA Travel		30¢		
COLA Fold-in		90¢	Accumulated Float	Accumulated Float

	<u>June 1/80</u>	<u>May 31/81</u>	<u>May 30/82</u>
Skilled Trades Adjustments	10¢	8¢	
Labourer	\$9.78 (\$8.35)	\$10.07	\$10.37
Electrician	\$11.26 (\$9.69)	\$11.68	\$12.03
Die Sinker*	\$11.79 (\$10.21)	\$12.22	\$12.59

Previous rates include 78¢ COLA which was generated and incorporated into the wage structure during the first 2 years of the previous agreement. This amount was not included in determining the increases produced by the 3% general increase on June 1, 1980.

COLA Travel - The allowance that would have been generated had the formula under the previous agreement been scheduled to run during the last quarter of that agreement.

Incentive Employees - Increases are factored to produce results commensurate with hourly rated employees.

*Rates shown do not include 50¢ traditionally paid as a bonus.

Cost of Living
Allowance:

95¢ COLA was generated during the last year of the previous agreement. 90¢ is folded into wages June 1, 1980, leaving a 5 - cent float remaining.

Based on Combined Canada/U.S. Consumer Price Index. First 8 quarterly adjustments from June 1980 through August 1982 of 1¢ per 0.3 change in the Index. 3 subsequent adjustments from September 1982 through May 1983 of 1¢ per 0.26 change. Amounts generated each year are to be folded in at the beginning of the succeeding year.

(Previous formula, 1¢ per 0.3 change in the CPI. 6¢ diverted temporarily for funding of other programs, then restored to hourly paid COLA).

Allowance generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of first 8 adjustments, 2¢ during each of last 3 adjustments.

Hours of Work:

40 per week (unchanged).

Paid Holidays:

7 designated days each year, plus Christmas shutdown period, for a total of 42 (41) days. Difference in total due to calendar during Christmas shutdown period. July 4 given in 1978 on a one-time basis has not been repeated.

Paid Personal
Holidays:

Day's pay or day off for birthday, employment anniversary and 3 other days each year of agreement (unchanged).

Holiday Bonus Pay (new): 3 days' pay each year at Christmas.

Paid Vacation: 2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years and 4 weeks after 15 years (all unchanged).

Vacation Bonus - 8 hours' pay after 21 years, 16 hours after 22 years, 24 hours after 23 years, 32 hours after 24 years and 40 hours after 25 years (unchanged).

Jury Duty Provision: Now includes Coroner's Jury. Paid time off and employee retains government fees and expense money.

Health and Welfare: Life Insurance - Effective June 1, 1980, \$20,000 (\$17,500) coverage. Effective June 1, 1981, \$21,000. Effective June 1, 1982, \$23,000.

Life Insurance for Dependents (new) - Spouse, \$5,000; child, \$2,000. Employee pays premium.

A.D. & D. - Equals 50% of life insurance (unchanged); 100% if cause of death is solely related to work (new).

Weekly Indemnity - Effective June 1, 1980, \$230 (\$202). Effective June 1, 1981, \$242. Effective June 1, 1982, \$265. Payable on a 1-1-8-52 basis (unchanged).

Extended Disability - Effective June 1, 1980, \$750 (\$680) per month. Effective June 1, 1981, \$800. Effective June 1, 1982, \$900. Amounts continue to be subject to any applicable statutory benefits.

Recipients will have eligible health benefit premiums reduced by 25% June 1, 1980 and by 50% June 1, 1982. Amount of premium reduction will be paid by the employer.

Vision Care - Covers purchase of lenses once every 12 (24) months if there is a change in prescription.

Dental Plan - \$800 (\$650) lifetime maximum coverage for orthodontics. \$1,000 (\$750) annual maximum for all other services.

Transition Survivor Income Benefit - \$300-\$325 (\$250-\$275) per month, depending on status. Amounts are subject to offsets from any applicable statutory benefits but will not be reduced below \$175 for a survivor without dependants or below \$200 for a survivor with dependants. (\$175 for all survivors).

Bridge Survivor Income Benefit - \$300 (\$250) per month. To be eligible a survivor must be age 45 or older at the time of employee's death (unchanged); or survivor's age plus employee's years of service must equal 55 or more (new).

Health Care Coverage for Surviving Spouse and Dependents of an Employee Who Dies as a Result of a Job Related Accident - If eligible for survivor benefits: Employer pays premiums for first 6 months; thereafter survivor may maintain coverage by paying premiums. (Previously, no premium payment by employer). If not eligible for survivor benefits, employer pays premiums of all benefits held by employee at time of death, for life of survivor or until remarriage (new).

Pension Plan:

Future Retirees

Basic Monthly Benefit Per Year of Service/Normal Retirement

	June 1/80- May 31/81 Retirements	June 1/81- May 31/82 Retirements	June 1/82- May 31/83 Retirements
June 1/80	\$16 (\$11)*		
Jan. 1/81	\$16.45	\$16.55	
Oct. 1/81	\$17.30	\$17.40	\$17.40
Oct. 1/82	\$18.25	\$18.35	\$18.45

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years

Prior to Age 65: \$13 (\$11)* for retirements between June 1, 1980 and May 31, 1981; \$14 for retirements between June 1, 1981 and May 31, 1982; \$15 for retirements between June 1, 1982 and May 31, 1983. (Previously, \$10 or \$11 depending on period of retirement).

After Age 65: \$9.60* (unchanged).

Above supplements subject to offsets from any applicable statutory benefits.

Special Allowances - Applies to employees retiring prior to age 65 with 30 or more years of service. Provides an allowance that, when added to the basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

	June 1/80- May 31/81 Retirements	June 1/81- May 31/82 Retirements	June 1/82- May 31/83 Retirements
June 1/80	\$800 (\$700)*		
Jan. 1/81	\$825	\$830	
Oct. 1/81	\$870	\$875	\$880
Oct. 1/82	\$915	\$925	\$935

*Amounts vary for past pensioners depending on period of retirement. Figure shown represents the latest amount paid under the previous agreement.

Past Retirees

Basic Monthly Benefit Per Year of Service - Increased as follows:
June 1, 1980, \$1.90; January 1, 1981, 45¢; October 1, 1981, 75¢; October 1, 1982, 85¢.

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years (Prior to Age 65) - \$1 increase to existing benefits. Increase is subject to regular offsets.

Special Allowances (For application, see note under Future Retirees.) Existing monthly guarantees are increased by \$50** June 1, 1980, \$25 January 1, 1981, \$45 October 1, 1981 and \$45 October 1, 1982. (Previous high was a \$700 per month guarantee). **Increased by \$75 if retired prior to June 1, 1975.

Supplementary
Unemployment
Benefit Plan:

Maximum Benefit - \$115 (\$90) per week. Payment for second waiting week for U.I.C. set at \$230 (\$90).

Employer Contributions - Effective September 1, 1980, 14¢-24¢ (13¢-23¢); September 1, 1981, 15¢-25¢; September 1, 1982, 17¢-27¢.

Guaranteed Benefit Account - A reserve fund which would provide SUB benefits for employees with 10 or more years of service should the regular account become deficient. Maximum contribution to this special fund by employer set at \$400 (\$200) times number of employees. Money advanced by employer is recoverable from future contributions.

Apprentices
Allowance:

\$600 plus tool box (\$450) over the apprenticeship period for tools, books and supplies.

Moving
Allowance:

Varies by distance between plants. \$500-\$845 (\$385-\$650) for single employees. \$1,125-\$1,760 (\$865-\$1,355) for married employees or employees with dependants at home.

Tradesmen and
New Technology:

Provisions for retraining increased.

Titan Proform Company Limited at Toronto - Local 124, Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1980 to December 31, 1982, covering 260 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 5/81</u>	
	General Increases	90¢	35¢	
	Labourer	\$5.90-\$6.90 (\$5.00-\$6.00)	\$6.25-\$7.25	
	Maintenance Class A	\$7.90-\$8.65 (\$7.00-\$7.75)	\$8.25-\$9.00	
	Effective	<u>July 6/81</u>	<u>Jan. 4/82</u>	<u>July 5/82</u>
	General Increases	30¢	30¢	25¢
	Labourer	\$6.55-\$7.55	\$6.85-\$7.85	\$7.10-\$8.10
	Maintenance Class A	\$8.55-\$9.30	\$8.85-\$9.60	\$9.10-\$9.85

Probationary period is 45 days of work. Maximum rates are reached after 1 year.

Shift Premium: Effective June 24, 1980, 0-30¢-40¢ (0-20¢-30¢).

Paid Holidays: 2 additional days between Christmas and New Years are added in each year of the agreement for a total of 11 days per year.

Paid Vacation: 3 weeks at 6% after 5 (6) years' service and 4 weeks at 8% after 10 (12) years.

Port Weller Dry Docks (A Division of Upper Lakes Shipping Ltd.) at St. Catharines - Local 680, Boilermakers (AFL-CIO/CLC) and Local 303, Electrical Workers (IBEW) (AFL-CIO/CLC) (production employees): A 36-month renewal agreement effective from June 1, 1980 to May 28, 1983, covering 464 employees, settled at the conciliation officer stage. Duration of negotiations - 10 weeks.

Wages:	Effective	June 1/80	June 1/81	June 1/82
General Increases	11%		Equivalent to the increase in the CPI from April 1980 to April 1981, minimum 10%	Equivalent to the increase in the CPI from April 1981 to April 1982, minimum 10%
Additional Adjustment	44¢ for Cab Crane Operator			
Labourer	\$6.59 (\$5.94)		\$7.21*	\$7.90*
Machinist 1	\$8.80 (\$7.93)		\$9.64*	\$10.57*

*4¢ is diverted to the pension plan on June 1, 1981 and June 1, 1982.

Shift Premium: 0-35¢-50¢ (0-25¢-50¢).

Paid Holidays: 1 extra day during the 1980 Christmas shutdown period for a total of 13 days.

Health and Welfare: Life Insurance - \$10,000 (\$8,000) coverage.

Weekly Indemnity - Benefit increases to \$120 (\$90) per week, payable on a 1-5-26 (1-8-26) basis.

Clothing Allowance: Up to \$75 (\$50) per year for leathers and gloves for welders and burners, and up to \$30 (\$10) per year for gloves for all others.

Meal Allowance: \$2.50 (\$2.00).

Safety Shoe Allowance: \$25 (\$15) per pair up to a maximum of 2 pairs per year or \$50 (new) for 1 pair per year.

Tool Allowance (new): \$50 per year for designated trades.

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company Ltd. at Hamilton - Local 550, Electrical Workers (UE) (CLC) (650 hourly rated employees): A 36-month renewal agreement effective from April 23, 1980 to April 22, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 23/80</u>	<u>Oct. 23/80</u>	<u>Apr. 23/81</u>	<u>Apr. 23/82</u>
General Increases		63¢	8¢	35¢	28¢
COLA Fold-in		35¢			
Skilled Trades Adjustments		Up to 55¢			
Labour Grade 1 (includes Janitor)		\$7.325 (6.345)	\$7.405	\$7.755	\$8.035
Labour Grade 14 (includes Tool & Die Maker)		\$10.04 (\$8.51)	\$10.12	\$10.47	\$10.75
Cost of Living Allowance:	1¢ for each 0.34 change in the Consumer Price Index - 1971=100, for the quarters September 1980 to December 1980, April 1981 to July 1981, July 1981 to October 1981, and October 1981 to January 1982. 1¢ for each 0.32 change occurring in the 4 subsequent quarters. (Previously, 1¢ per 0.34; calculated throughout second year of agreement).				
Hours of Work:	40 per week (unchanged).				
Shift Premium:	0-35¢-35¢ (0-25¢-25¢).				
Paid Holidays:	11 plus 2 half days (unchanged).				
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 13 years, 5 weeks after 25 years and 6 weeks after 30 years (all unchanged in the first year). Effective April 1981, 4 weeks after 12 years. Effective April 1982, 5 weeks after 23 years.				
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1980, \$12,000 coverage, employer paid. Effective April 23, 1981, \$15,000 coverage, employer paid. (Previously, coverage ranged from \$6,000 to \$12,000 with employer paying the premium for the first \$6,000).				
	<u>A.D. & D.</u> - Effective April 23, 1981, \$15,000 (\$12,000) coverage.				
	<u>OHIP</u> - Effective July 1, 1980, employer pays 80% of premiums. Effective April 23, 1981, 85%. (Previously, employer paid \$6 per month single and \$9 per month family).				
	<u>Comprehensive Medical Plan</u> - \$10 deductible for single employee; \$20 for employee with dependants (\$25 all employees). Deductible no longer applies to semi-private hospitalization. Coverage now includes a Drug Prescription Plan (new) with \$1 deductible per prescription.				

Dental Plan - \$750 (\$500) maximum coverage. Denture and bridgework coverage added on a 50%-50% co-insurance basis. Payments are based on the 1978 (1977) Ontario Dental Association fee schedule in 1980, the 1979 O.D.A. fee schedule in 1981 and the 1980 fee schedule in 1982.

Pension Plan: Basic Benefit - For retirements on or after April 23, 1980, \$11 (\$10) per month per year of service. For retirements on or after April 23, 1981, \$11.75. For retirements on or after April 23, 1982, \$12.50.

Early Retirement - Penalty reduction factor for retirements prior to age 62 set at .25% (.5%) per month down to age 60.

Bridge Benefit - Effective April 23, 1980, \$8 (\$7) per month per year of service. Effective April 23, 1982, \$9.

Safety Shoe Allowance: Effective January 1, 1981, \$30 (\$25) per year. Effective January 1, 1982, \$35.

C & M Products Limited at Markham - Local 7607, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
General Increases		54¢	60¢
Additional Adjustments		Some classification adjustments	
Assembler		\$5.67 (\$5.13)	\$6.27
Maintenance		\$7.42 (\$6.88)	\$8.02

Paid Leave: Up to 3 days' paid leave to complete Canadian Citizenship Test and receipt of certificate (new).

Health and Welfare: Dental Plan (new) - Effective July 1, 1980, employer pays 100% of premium costs for Confederation Life plan.

Safety Shoe Allowance: Maximum of \$55 annually for 1 pair per year. (Previously, employer paid \$25 towards the cost of recommended safety shoes, maximum of 2 pairs per year.) Effective April 1, 1981, \$65 annually, maximum of 1 pair per year.

NON-METALLIC MINERAL PRODUCTS

Canadian Carborundum Company Limited at Niagara Falls - Local 4151, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 26, 1980 to April 25, 1982, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 26/80</u>	<u>Apr. 26/81</u>
	General Increases	65¢	70¢
	Job Class Increment	9.5¢ (8.5¢)	10.5¢
	Job Class 2 (Labour Assigned-Bonded)	\$6.93 (\$6.27)	\$7.64
	Job Class 20 (Instrument Man)	\$8.64 (\$7.80)	\$9.53
Shift Premium:	0-25¢-27¢ (0-24¢-26¢). Effective April 26, 1981, 0-26¢-28¢.		
Continuous Shift Premium:	29¢ (28¢). Effective April 26, 1981, 30¢.		
Sunday Premium (new):	15¢ per hour for continuous shift workers. Effective April 26, 1981, 25¢ per hour.		
Paid Holidays:	Effective January 1, 1981, 1 floating day is added for a total of 11 days.		
Health and Welfare:	Weekly Indemnity - Benefits increase to \$160 (\$150) per week payable on a 1-4-26 basis. Effective April 26, 1981, \$170 per week.		
	Dental Plan (new) - Effective January 1, 1981, employer pays 100% of premium cost for Blue Cross Plan No.7 with Rider 2. 50%/50% co-insurance.		
Pension Plan:	Effective May 1, 1980, \$12 (\$11) per month per year of service. Effective May 1, 1981, \$12.50.		
Safety Shoe Allowance:	Effective April 26, 1981, \$36 (\$30) annually.		
Government Licences:	Employer pays 100% of cost of renewing licences (new).		

CHEMICAL AND CHEMICAL PRODUCTS

Sterling Drug Limited at Aurora - Local 435, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 6, 1980 to May 5, 1982, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 6/80</u>	<u>May 6/81</u>
	General Increases	9.5%	8.0%

	<u>May 6/80</u>	<u>May 6/81</u>
Additional Adjustments	30¢ for Machinist and Maintenance Mechanic, 37¢ for Processor, 5¢ for Operator, Sterile Mfg. and 10¢ for Group Leader	5¢ for Operator, Sterile Mfg.
Operator, Packaging	\$5.41-\$5.99 (\$4.94-\$5.47)	\$5.84-\$6.47
Machinist	\$8.93-\$9.48 (\$7.88-\$8.38)	\$9.64-\$10.24

Probationary period is 65 days worked. Maximum rates are reached after 195 days worked.

Shift Premium: 0-25¢-30¢ (0-20¢-20¢).

Paid Holidays: 1 additional floating day is added for a total of 11 days.

Health and Welfare: Life Insurance - Based on wage rates. Maximum \$16,000 (\$12,000) coverage.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

MINES

Kerr Addison Mines Limited at Virginiatown - Employees' Association (Ind.): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
General Increases		80¢	20¢
COLA Fold-in		53¢	
Surface Labourer		\$8.64 (\$7.31)	\$8.84
Miner		\$9.12 (\$7.79)	\$9.32

Cost of Living Allowance: Effective March 16, 1981, 1¢ per 0.3 rise in the Consumer Price Index - 1971=100. To be adjusted quarterly and folded into rates March 16, 1981 and 1982. No trigger. (Previously, 1¢ per 0.4 rise in the CPI - 1961=100. Adjusted every 4 months. Triggered at 6%.)

Shift Premium: 0-13¢-13¢ (0-5¢-5¢).

Sunday Premium (new):	40¢ per hour excluding overtime.
Paid Holidays:	1 floating holiday in each calendar year is added for employees with 1 year's service, for a total of 11 days per year.
Paid Vacation:	3 weeks after 5 (7) years' service, 4 weeks after 13 (15) years, 5 weeks after 23 (25) years and 6 weeks at 12% (new) after 30 years. Effective April 1, 1981, 4 weeks after 12 years and 5 weeks after 22 years.
Injury Pay (new):	Employee receives his basic hourly rate for the remainder of the shift during which he was injured.
Jury Duty and Crown Witness Pay (new):	Employer pays the difference between employees' basic rate and fees received.
Health and Welfare:	<u>Life Insurance and A.D.&D. (new)</u> - Employer pays 100% of premium costs for employees with 3 months' continuous service. \$10,000 coverage. <u>OHIP (new)</u> - Employer pays 100% of premium costs. <u>Weekly Indemnity (new)</u> - Employer pays 100% of premium costs for employees with 3 months' continuous service. Benefit is \$150 per week for the first 26 weeks and \$100 thereafter. Payable on a 1-4-104 basis. <u>Major Medical (new)</u> - Employer pays 100% of premium costs for employees with 1 month of continuous service. Plan provides semi-private coverage, out-of-country coverage and a lifetime maximum of \$5,000 per person. \$10/\$10 deductible on medical expenses including prescription drugs, paramedical services to \$100, therapeutic and prosthetic appliances, cosmetic surgery, etc. Plan pays 90% for drugs and 80% of remainder.
Safety Boot Allowance:	Employer pays 50% of the cost of 1 pair per year (unchanged), to a maximum of \$30 (new).
Prescription Safety Glasses (new):	Employer supplies 1 pair every 2 years.

TRANSPORTATION

Kitchener City Corporation, Transit Division, Department of Supply and Services -
Local 304, Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1980 to May 31, 1981, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/80</u>
	General Increase	70¢

June 1/80

Bus Operator \$8.25-\$8.52
(\$7.55-\$7.82)

Machinist \$8.81-\$9.17
(\$8.11-\$8.47)

Probationary period is 3 months for Bus Operator and 6 months for Machinist. Maximum rate for Bus Operator is reached after 12 months and, for Machinist, after 6 months.

Holiday Pay: Time and one-half after 6:00 p.m. on Christmas Eve and New Year's Eve (new).

Pension Plan: Full Type 3 O.M.E.R.S. Plan is implemented. (Previously, Partial Type 3 Supplementary Plan.)

Tool Allowance: \$125 (\$100) for mechanics and \$75 (\$50) for vehicle service attendant.

COMMUNICATION

Northern Telephone Limited, province-wide - Local C-6 Communications Workers of Canada (CLC): A 28-month renewal agreement effective from February 1, 1980 to May 31, 1982, covering 230 employees settled at the conciliation commissioner stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/80</u>	<u>June 8/80</u>	<u>Feb. 1/81</u>
Increases		\$11.41-\$25	\$8.28-\$23	\$7.89-\$20
<u>Weekly Rates</u>				
Clerk II		\$164.16-\$199.37 (\$152.75-\$186.25)	\$172.44-\$210.22	\$180.33-\$219.92
Plant Step 3 (Labourer)		\$221.22 (\$206)	\$234	\$246
Plant Class I (includes Cable Splicer)		\$365 (\$340)	\$388	\$408
	Effective	<u>Apr. 26/81</u>	<u>Sept. 27/81</u>	<u>Jan. 3/82</u>
Increases		\$11.82-\$27.75	\$2.98-\$7.50	\$8.11-\$18.45
Clerk II		\$192.15-\$234.33	\$195.13-\$237.97	\$203.24-\$247.85
Plant Step 3 (Labourer)		\$263	\$267.50	\$286.60
Plant Class I (includes Cable Splicer)		\$435.75	\$443.25	\$461.70

Probationary period is 3 calendar months. Maximum rate for Clerk 2 is reached after 36 months.

Cost of Living Allowance (new): Effective February 1, 1982, rates in effect January 3, 1982 will be increased by percentage increase in the Consumer Price Index - 1971=100 above December 1980 base. Triggers at 8%.

Shift Premium: Clerical - \$1 (75¢) per shift for less than 2 hours worked in the off-normal period, \$1.50 (\$1.25) for 2 but less than 4 such hours, \$2.25 (\$2) for 4 but less than 6 such hours and \$2.75 (\$2.25) for 6 or more such hours.

Plant - 90¢: \$1.65: \$2.15: \$2.90: (75¢: \$1.50: \$2: \$2.75) respectively.

Paid Vacation: 3 weeks after 4 (5) years' service, 4 weeks after 12 (14) years, 5 weeks after 23 (24) years and 6 weeks (new) after 30 years. Effective in 1981, 3 weeks after 3 years' service and 5 weeks after 21 years.

Health and Welfare: Weekly Indemnity - Benefits increase to 85% (80%) of weekly base rate. Benefits commence on second day of sickness for employees with 3 months' but less than 4 years service and on the first day for employees with 4 years' service or more. Benefits are payable for:

15 weeks	from 3 months to 2 years' service
26 weeks	from 2 years to 3 years
39 weeks	from 3 to 4 years (from 3 to 5 years)
45 weeks	from 4 to 5 years (new)
52 weeks	5 years and over

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Sept. 1/80
General Increase		8.8%
Teacher-Category D 0-8 years		\$11,078-\$17,861 (\$10,182-\$16,416)
Teacher-Category A1 0-12 years		\$13,592-\$26,656 (\$12,493-\$24,500)
Teacher-Category A4 0-12 years		\$15,790-\$32,500 (\$14,513-\$29,500)

Bereavement Leave: Up to 3 days' paid leave without loss of credits from accumulated sick leave for a death in the immediate family. (Previously, up to 5 days, with loss from accumulated sick leave.)

Union Executive Leave: Up to 5 (3) days' per year.

Elgin County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 273 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 1/80</u>
	Increases	\$1,500-\$3,100
	Teacher - Category I	\$13,800-\$26,600
	0-12 years	(\$12,300-\$24,400)
	Teacher - Category IV	\$17,200-\$32,500
	0-12 years	(\$14,700-\$29,400)

Paid Leave: 1 day to attend a family graduation (new).

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC)
(caretakers and maintenance employees): A 12-month renewal agreement effective from July 1, 1980 to June 30, 1981, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/80</u>
	General Increase	60¢
	Caretaker	\$7.07-\$7.35 (\$6.47-\$6.75)
	Maintenance 1	\$8.34 (\$7.74)

Probationary period is 3 months. Maximum rate for Caretaker is reached after 12 (15) months.

Shift Premium: 0-27¢-27¢ (0-23¢-23¢).

Health and Welfare: Life Insurance - Employer pays 100% (75%) of premium costs for the first \$25,000 coverage.

Responsibility Allowances: 22¢ (18¢) per hour for Group 1 and 27¢ (23¢) per hour for Group 2 caretakers in a public school.

Uniform Allowance: Employer pays 66 2/3% (50%) of the cost, for two years (new).

Halton Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,165 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
	General Increases (Teachers' Grid)	7%	7%
	Teacher - Category I 0-9 years	\$14,232-\$23,961 (\$13,301-\$22,393)	\$15,228-\$25,638
	Teacher - Category IV 0-12 years	\$17,474-\$30,446 (16,331-\$28,454)	\$18,697-\$32,577
	Vice-Principal 0-3 (4) years Sept. 1, 1980	\$32,843-\$36,099 (\$30,643-\$33,899)	\$35,676-\$38,265
	Assistant Co-ordinator 0-3 (4) years Sept. 1, 1979	\$32,110-\$34,888 (\$30,110-\$32,888)	\$34,038-\$36,981
	Co-ordinator 0-3 (4) years Sept. 1, 1979	\$34,495-\$38,199 (\$32,495-\$36,199)	\$37,548-\$40,491
	Principal 0-4 (5) years Sept. 1, 1980	\$36,909-\$41,620 (\$34,909-\$39,620)	\$39,123-\$44,123

Responsibility Allowances: Department Head and Director - Effective September 1, 1980, \$3,200 (\$3,000).
Consultant - \$3,000 (\$2,600).
Associate Head - Effective September 1, 1980, \$2,400 (\$2,200).

Health and Welfare: Life Insurance - Effective September 1, 1980, up to \$130,000 (\$80,000) coverage. Employer pays 100% for first \$25,000 and 75% for remainder. (Previously, employer paid 75% for all coverage).
Dental Plan - Payments are based on the current (1978) Ontario Dental Association fee schedule.

Lambton County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/80
	General Increase	9% plus increment

Sept. 1/80

Teacher D	\$11,386-\$16,261
0-6 years	(\$10,446-\$14,918)
Teacher A1	\$14,970-\$25,066
0-10 years	(\$13,734-\$22,996)
Teacher A4	\$18,166-\$31,073
0-10 years	(\$16,666-\$28,507)

Health and
Welfare:

Life Insurance - Board pays 80% of premium costs. All teachers purchase \$5,000 coverage with the option to purchase 3 times salary to a maximum of \$60,000. Board will administer up to \$150,000 (\$100,000) coverage per teacher. Teachers employed half-time or more may purchase \$5,000 coverage (new).

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Mileage
Allowance:

15.4¢ (14¢) per kilometre or 25.7¢ per mile.

Responsibility
Allowances:

\$100 increase in current allowances for Principals in schools of 6 rooms or more, Vice-Principals and Consultants and \$200 increase for Principals in schools of 5 rooms or less.

Assistant to the Principal - \$450 (\$400)

Principal, St. Patrick's High School - \$5,600-\$7,600
(\$4,100-\$6,100)

Vice-Principal, St. Patrick's High School - \$2,400-\$4,200
(\$2,400-\$4,000)

Department Heads, St. Patrick's High School - \$1,350 (\$1,200)

Travel
Allowance:

\$1,108 (\$1,007) for consultants.

Evaluation for
Grid Placement:

Effective September 1, 1980, based on Qualification Evaluation Council of Ontario Program 4 (Q.E.C.O. 3).

'4 Over 5 Years"
Leave Plan (new):

Employees may elect to be paid at 80% of salary for 5 years in order to take the fifth year as a leave of absence.

Lincoln County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (745 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled by arbitration. Duration of negotiations - 18 months.

ages:

Effective

Sept. 1/79

General Increase

6 3/4% over previous
"annualized" grid*

Sept. 1/79

Teacher - Category 1 0-10 years	\$14,772-\$24,749 (\$14,055-\$23,548)
Teacher - Category 4 0-11 years	\$17,770-\$31,232 (\$16,907-\$29,715)

*There were two wage schedules in the previous agreement - September 1, 1978 and January 1, 1979. The "annualized" grid is a theoretical grid that would produce the same net effect over a period of one year as produced by the two separate schedules.

Rates shown in brackets for the previous agreement represent the actual rates in effect for that agreement for the period January 1, 1979 to August 31, 1979.

Composition of the General Increase - 4% generated by a cost of living formula in the previous agreement for implementation in the new agreement and an additional 2 3/4% negotiated during recent bargaining.

Cost of Living
Provision:

Deleted.

Responsibility
Allowances:

Principals - \$7,836 (\$7,608) over maximum of Category 4.

Vice-Principals and Consultants - \$4,963 (\$4,818) over maximum of Category 4.

Department Heads

Major - \$2,743 (\$2,663)
Minor - \$1,697 (\$1,648)
Assistant - \$1,306 (\$1,268)

Trade and Related
Experience
Allowance:

\$299 (\$285) per year for the first 7 years and \$449 (\$428) per year for the eighth and ninth years.

U.I.C. Premium
Refund:

To be used to offset cost of dental plan. (Previously used to offset cost of vision care).

Staffing:

For the school year starting September 1, 1980, the Board is to make provision for 2 teachers more than allotted by the present pupil-teacher ratio.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC)
(full and part-time employees): Two 12-month renewal agreements effective from May 1, 1980 to April 30, 1981, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:

Effective May 1/80

General Increase 9%

Custodian Grade II \$6.27
(Light Duty) (\$5.75)

May 1/80

Custodian Grade V \$8.53
(\$7.83)

Paid Vacation: 5 weeks after 22(25) years' service.

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,205 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Teacher - Category D 0-9 years		\$12,800-\$17,370 (\$11,680-\$15,750)	\$13,790-\$18,970
Teacher - Category A1 0-10 years		\$14,580-\$24,580 (\$13,220-\$22,290)	\$15,600-\$26,330
Teacher - Category A4 0-10 years		\$17,730-\$32,580 (\$16,080-\$29,340)	\$18,970-\$34,620
Vice-Principals 0-1 year		\$33,810-\$34,910 (\$30,900-\$32,000)	\$36,300-\$37,400
Principals 0-2 years		\$36,660-\$38,860 (\$33,400-\$35,600)	\$39,030-\$41,230
Co-ordinators 0-2 years		\$36,660-\$38,860 (\$33,750-\$35,950)	\$39,030-\$41,230

Cost of Living Allowance: A one time payment to be made in June 1982 equal to teacher salaries times 75% of the percentage increase in the Consumer Price Index - 1971=100, above 7.3% but below 10% occurring between April 1981 and April 1982. Maximum allowance set at \$690. (Previously, similar except triggered at 6.5% and maximum \$550.).

Responsibility Allowances: Consultant - Effective September 1, 1981, \$3,200-\$3,500 (\$2,700 - \$3,200).

Chairmen - No longer applicable.

Area Learning Resource Teacher - \$2,000 - \$2,500 (\$1,500 - \$2,000).

Health and Welfare: Life Insurance - 2 1/2 (2) times salary to a maximum of \$100,000. (\$60,000).

Middlesex County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): Two 12-month renewal agreements effective from September 1, 1979 to August 31, 1980 and from September 1, 1980 to August 31, 1981, covering 265 employees, settled with mediation assistance. Duration of negotiations - 15 1/2 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Average Increases	8.2%	9%
	Teacher Level 1 0-10 years	\$13,300-\$23,200 (\$12,450-\$21,700)	\$14,530-\$25,370
	Teacher Level 4 0-12 years	\$16,000-\$29,500 (\$15,000-\$27,300)	\$17,460-\$32,210
Health and Welfare:	Life Insurance - Effective September 1, 1980, coverage increases to 3 times salary to a maximum of \$125,000.		
	Dental Plan - Effective September 1, 1979, employer pays 75% to a maximum of \$34,000 (\$18,000) of premium costs.		
"4 Over 5 Years" Leave Plan (new):	Designed to reduce the incidence of declaring teachers surplus. Effective September 1, 1979, teachers have the option of teaching 4 years and taking one year's leave of absence, by accepting 80% of their salary and allowances over 5 years.		
Surplus Clause (new):	Provides for placement in a supply pool.		

Muskoka Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Feb. 1/81</u>
	General Increases	4%	4%
	Teacher Cat. 1 0-5 years	\$10,650-\$15,777 (\$10,240-\$15,170)	\$11,076-\$16,408
	Teacher Cat. 4 0-10 years	\$14,425-\$25,054 (\$13,870-\$24,090)	\$15,002-\$26,056
	Teacher Cat. 7 0-13 years	\$16,453-\$30,432 (\$15,820-\$29,262)	\$17,111-\$31,649
	Effective	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	General Increases	4.3%	4%
	Teacher Cat. 1 0-5 years	\$11,552-\$17,114	\$12,014-\$17,799
	Teacher Cat. 4 0-10 years	\$15,647-\$27,176	\$16,273-\$28,263
	Teacher Cat. 7 0-13 years	\$17,847-\$33,010	\$18,561-\$34,330

Health and Welfare: Survivor Income - Employer pays 60% of premium rates in effect on each September 1st of this agreement. Plan provides 25% of teachers' salary at time of death.

Dental Plan (new) - Employer contributes a maximum of \$30,153 in the first year and \$35,153 in the second year.

Extra Degree Allowance: Effective in the first contract year \$800 (\$787). Effective in the second contract year \$840.

Responsibility Allowances: Payment is as follows:

	<u>Enrolment</u>	<u>1980-81</u>	<u>1981-82</u>
<u>Principals</u>			
A Schools	301+	\$7,890 (\$7,865)	\$8,285
B Schools	101-300	\$6,440 (\$6,413)	\$6,762
C Schools	1-100	\$1,650 (\$1,627)	\$1,733
<u>Vice-Principals</u>			
A Schools	301+	\$3,960 (\$3,933)	\$4,158
B Schools	101-300	\$2,090 (\$2,067)	\$2,195
C Schools	1-100	\$ 170 (\$ 148)	\$ 179
<u>Divisional Co-ordinators</u>		\$3,752 (\$3,442)	\$4,015
<u>Divisional Consultants</u>		\$1,609 (\$1,476)	\$1,722
<u>Senior Resource Teacher (new)</u>		\$1,609	\$1,722
<u>Resource Teacher (new)</u>		Nil	\$ 750

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (830 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase	9.34%
	Teacher - Category I	\$15,235-\$26,467
	0-12 years	(\$13,934-\$24,206)
	Teacher - Category IV	\$19,004-\$33,200
	0-12 years	(\$17,380-\$30,364)
	Consultant	\$35,445-\$38,313
	0-4 years	(\$32,417-\$35,044)
	Vice-Principal	\$36,351-\$39,491
	0-4 years	(\$33,246-\$36,118)

Sept. 1/80

Principal	\$41,091-\$44,743
0-4 years	(\$37,581-\$40,920)

Hourly Rates

Night School Teacher	\$18.29 (\$16.73)
Summer School Teacher	\$19.71 (\$18.03)

Responsibility
Allowances:

Commercial Director - \$2,600 (\$2,525)
 Technical Director - \$2,600 (\$2,525)
 Department Head - \$2,500 (\$2,425)
 Minor Head - \$1,650 (\$1,600)
 Assistant Head - \$1,050 (\$1,000).

Health and
Welfare:

Vision Care - \$80 (\$40) allowance every 2 years.

Dental Plan - Payments will continue to follow the current
 Ontario Dental Association fee schedules.

Professional
Development and
Educational
Leave Fund:

\$55,000 (\$50,000) per school year.

Union Leave:

Annual aggregate of 25 (20) days. Absences are covered by supply
 teachers and paid for by the Union.

North York City Board of Education - Local 1353, Canadian Union of Public Employees
 (CLC) (675 office, clerical and technical employees): A 24-month
 renewal agreement effective from January 1, 1980 to December 31,
 1981, settled at the conciliation officer stage. Duration of
 negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>
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General Increases	\$90 per year plus 7%	3%
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Annual Rates

Clerk, Grade 3 (35-hour week)	\$10,534-\$12,502 (\$9,755-\$11,594)	\$10,850-\$12,877
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Senior Draftsman (35-hour week)	\$18,038-\$20,771 (\$16,768-\$19,322)	\$18,579-\$21,394
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Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
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General Increases	7%	\$90 per year plus 3%
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Clerk, Grade 3 (35-hour week)	\$11,610-\$13,778	\$12,051-\$14,284
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Senior Draftsman (35-hour week)	\$19,880-\$22,892	\$20,569-\$23,671
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Hours of Work: 35 and 40 per week, depending on classification (unchanged).

Paid Holidays: 11 regular holidays (unchanged), plus June 30, 1980 and January 2, 1981, which will be considered non-operating days with pay. Employees who work on either of these 2 days are paid at regular straight time and granted equivalent paid time off at a later date.

Paid Vacation: 5 weeks after 18 (19) years' service, 5 weeks plus 1 day after 25 years (new), 5 weeks plus 2 days after 26 years (new), 5 weeks plus 3 days after 27 years (new), 5 weeks plus 4 days after 28 years (new) and 6 weeks after 29 (30) years. Also, 3 weeks after 1 year and 4 weeks after 10 years (both unchanged).

Health and Welfare: Life Insurance - Effective September 1, 1980, \$100,000 (\$80,000) maximum coverage. Employer pays 100% for first \$25,000 and 75% for balance of coverage (unchanged).

Extended Health Benefit Plan
Eyeglasses - \$60 (\$40) every 2 years.
Hearing Aids - \$400 (\$300) every 2 years.
Out-of-Province/Out-of-Country coverage (new).

Long Term Disability - Effective July 1, 1980, recipient of benefits will have OHIP and Extended Health coverage maintained by employer (new).

Ottawa Board of Education - Employees Association (Ind.) (815 maintenance, services and plant operations employees): A 13 1/2-month renewal agreement effective from February 1, 1980 to March 15, 1981, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 1/80
	Average Increase	9.3%
	<u>Full-time Employees</u>	
	Chief Custodian	\$14,639.00 (\$13,393.50)
	Electrician	\$18,498.00
	Maintenance Category 1	(\$16,924.50)
	<u>Part-time Employees</u>	
	Kitchen Assistant	\$4.25 (\$3.89)
	Caretaker	\$5.22-\$5.57 (\$4.78-\$5.10)

Lump Sum Payment: \$10.00 to all maintenance employees in Categories A,B,C & D, and Categories 1-8 on staff as of June 26, 1980.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 23 (24) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years. (unchanged).

Certificate Allowance: \$230 (\$220) per annum for Chief Custodians and Custodians Category 3 holding a fourth class engineering certificate.

Chief Custodian Allowance: \$60 (\$57.50) per annum for each portable classroom.

Tradesmen Allowance: \$345 (\$330) per annum for tradesmen required to act as a working foreman in charge of 4 or more other tradesmen who work at the same trade.

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (515 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the post mediation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	Sept. 1/79
	Average Increase	9.1%
Teacher - Category D		\$10,991-\$14,690
0-6 years		(\$10,087-\$13,472)
Teacher - Category A1		\$13,893-\$22,775
0-11 years		(\$12,716-\$20,845)
Teacher - Category A4		\$16,430-\$29,470
0-11 years		(\$15,065-\$27,000)
<u>Principal</u> (Separate grid; varies by qualifications)*		
Category D		\$18,681-\$21,903
0-4 years		(\$17,394-\$20,394)
Category C		\$23,261-\$26,697
0-4 years		(\$21,658-\$24,858)
Category B		\$24,644-\$28,296
0-4 years		(\$22,946-\$26,346)
Category A		\$26,087-\$29,954
0-4 years		(\$24,290-\$27,890)

*Salaries shown are exclusive of applicable responsibility allowances ranging from \$3,000 to \$5,600 (\$2,000 to \$4,910).

Health and Welfare: Long Term Disability Plan (new) - Board will administer the plan and the teachers pay 100% of the premium cost.

Dental Plan - Effective May 14, 1980, employer pays 70% (60%) of premium costs.

Hours of Work: 35 and 40 per week, depending on classification (unchanged).

Paid Holidays: 11 regular holidays (unchanged), plus June 30, 1980 and January 2, 1981, which will be considered non-operating days with pay. Employees who work on either of these 2 days are paid at regular straight time and granted equivalent paid time off at a later date.

Paid Vacation: 5 weeks after 18 (19) years' service, 5 weeks plus 1 day after 25 years (new), 5 weeks plus 2 days after 26 years (new), 5 weeks plus 3 days after 27 years (new), 5 weeks plus 4 days after 28 years (new) and 6 weeks after 29 (30) years. Also, 3 weeks after 1 year and 4 weeks after 10 years (both unchanged).

Health and Welfare: Life Insurance - Effective September 1, 1980, \$100,000 (\$80,000) maximum coverage. Employer pays 100% for first \$25,000 and 75% for balance of coverage (unchanged).

Extended Health Benefit Plan
Eyeglasses - \$60 (\$40) every 2 years.
Hearing Aids - \$400 (\$300) every 2 years.
Out-of-Province/Out-of-Country coverage (new).

Long Term Disability - Effective July 1, 1980, recipient of benefits will have OHIP and Extended Health coverage maintained by employer (new).

Ottawa Board of Education - Employees Association (Ind.) (815 maintenance, services and plant operations employees): A 13 1/2-month renewal agreement effective from February 1, 1980 to March 15, 1981, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 1/80
	Average Increase	9.3%
	<u>Full-time Employees</u>	
	Chief Custodian	\$14,639.00 (\$13,393.50)
	Electrician	\$18,498.00
	Maintenance Category 1	(\$16,924.50)
	<u>Part-time Employees</u>	
	Kitchen Assistant	\$4.25 (\$3.89)
	Caretaker	\$5.22-\$5.57 (\$4.78-\$5.10)

Lump Sum Payment: \$10.00 to all maintenance employees in Categories A,B,C & D, and Categories 1-8 on staff as of June 26, 1980.

Hours of Work: 40 per week (unchanged).

Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 23 (24) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years. (unchanged).
Certificate Allowance:	\$230 (\$220) per annum for Chief Custodians and Custodians Category 3 holding a fourth class engineering certificate.
Chief Custodian Allowance:	\$60 (\$57.50) per annum for each portable classroom.
Tradesmen Allowance:	\$345 (\$330) per annum for tradesmen required to act as a working foreman in charge of 4 or more other tradesmen who work at the same trade.

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (515 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the post mediation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	Sept. 1/79
	Average Increase	9.1%
Teacher - Category D 0-6 years		\$10,991-\$14,690 (\$10,087-\$13,472)
Teacher - Category A1 0-11 years		\$13,893-\$22,775 (\$12,716-\$20,845)
Teacher - Category A4 0-11 years		\$16,430-\$29,470 (\$15,065-\$27,000)
<u>Principal</u> (Separate grid; varies by qualifications)*		
Category D 0-4 years		\$18,681-\$21,903 (\$17,394-\$20,394)
Category C 0-4 years		\$23,261-\$26,697 (\$21,658-\$24,858)
Category B 0-4 years		\$24,644-\$28,296 (\$22,946-\$26,346)
Category A 0-4 years		\$26,087-\$29,954 (\$24,290-\$27,890)

*Salaries shown are exclusive of applicable responsibility allowances ranging from \$3,000 to \$5,600 (\$2,000 to \$4,910).

Health and Welfare: Long Term Disability Plan (new) - Board will administer the plan and the teachers pay 100% of the premium cost.

Dental Plan - Effective May 14, 1980, employer pays 70% (60%) of premium costs.

Peel Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,915 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled by arbitration.* Duration of negotiations - 18 months.

*An accord on working conditions was achieved March 1980 through post mediation bargaining between the Board and Union. See p. 150 in the March 1980 Settlement Report.

Wages:	Effective	Sept. 1/79	Sept. 1/80
General Increases		7.02%	7.47%
Teacher - Category 1 0-9 years		\$14,414-\$24,948 (\$13,474-\$23,313)	\$15,491-\$26,811
Teacher - Category 4 0-11 years		\$17,926-\$30,800 (\$16,753-\$28,779)	\$19,264-\$33,100
Vice-Principals, Co-ordinators and Curriculum Ass'ts. 0-3 years		\$34,712-\$37,576 (\$32,423-\$35,097)	\$37,304-\$40,382
Principals		\$39,362-\$42,073 (\$36,784-\$39,316)	\$42,302-\$45,215

Perth County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 306 employees, settled at the post mediation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/79	Mar. 1/80
Increases		7.7% approx	8.4% non-compounded
Teacher Category I 0-11 years		\$13,461-\$23,097 (\$12,500-\$21,450)	\$13,554-\$23,256
Teacher Category IV 0-11 years		\$16,156-\$29,400 (\$15,000-\$27,300)	\$16,268-\$29,600

Responsibility Allowances: Department Head - \$2,350(\$2,250) per year.

Minor Head - \$1,500(\$1,400) per year. Effective March 1, 1980, \$1,600 per year.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 264 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>
	Average Increase	8.24%
	Teacher Category D 0-6 years	\$11,635-\$15,770 (\$10,530-\$14,430)
	Teacher Category A1 0-10 years	\$15,240-\$25,100 (\$13,930-\$23,230)
	Teacher Category A4 0-12 years	\$18,640-\$31,675 (\$17,135-\$29,435)

Timmins District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	Average Increases	8.5%	5.734% plus \$400
	Teacher D1 0-8 years	\$12,606-\$17,246 (\$11,615-\$15,895)	\$13,731-\$18,635
	Teacher A1-IV 0-10 years	\$16,074-\$25,474 (\$14,818-\$23,478)	\$17,395-\$27,335
	Teacher A4-VII 0-11 years	\$18,908-\$31,415 (\$17,426-\$28,954)	\$20,394-\$33,616

Responsibility Allowances: Current allowances increase by 8.5%. Allowances to be pro-rated for part-time positions (new).

Toronto City Board of Education - Educational Assistants' Association (Ind.): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 352 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
	General Increases	7%	3%
	Educational Assistant	\$6,217-\$8,100 (\$5,810-\$7,570)	\$6,404-\$8,343
	Effective	<u>Jan. 1/81</u>	<u>Sept. 1/81</u>
	General Increases	7%	3%
	Educational Assistant	\$6,852-\$8,927	\$7,058-\$9,195

Health and
Welfare:

Life Insurance - \$100,000 (\$80,000) maximum coverage. Employer pays 100% of premium cost for \$25,000 coverage and 75% of costs for balance.

Extended Health Care - \$400 (\$300) for hearing aids \$60 (\$40) for eyeglasses. Out-of-province coverage added.

Insurance Coverage for Disabled Employees (new) - Employer pays the cost of maintaining applicable insured medical plans for employees in receipt of Long Term Disability Benefits.

York County Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,000 employees): A 12-month renewal agreement effective from September 11, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	Sept. 1/80
Average Increase	9%
Teacher - Category 1 0-11 years	\$15,511-\$26,482 (\$14,274-\$24,237)
Teacher - Category 4 0-11 years	\$18,278-\$32,904 (\$16,821-\$30,133)
Vice-Principals 0-5 years	\$35,822-\$39,233 (\$32,864-\$35,994)
Principals 0-5 years	\$40,634-\$45,203 (\$37,279-\$41,471)

Extra Degree
Allowance:

Ph.D or Ed.D - \$745 (\$742)
Master's - \$586 (\$583)
Second Bachelor's-\$213 (\$212)

Health and
Welfare:

OHIP - Employer pays 50% (75%) of premium costs.

Extended Health Care - Employer pays 75% of premium costs (previously employee paid).

Dental Plan - Employer pays 100% (75%) of premium costs.

University of Guelph - Staff Association (Ind.) (770 office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, with a wage reopener for the second year, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective	July 1/80	July 1/81
General Increase	9.5%	To be negotiated

Weekly Rates

Receptionist Typist \$157.31-\$203.29
(\$143.66-\$185.65)

	<u>July 1/80</u>	<u>July 1/81</u>
Draftsman/Woman	\$220.19-\$316.68 (\$201.09-\$289.21)	
Technical Staff (Level 6)	\$361.60-\$510.47 (\$330.23-\$466.18)	
Hours of Work:	35 per week (unchanged)	
Merit Pay:	Fund equals 1.4% (1%) of gross salary for the bargaining unit.	
Paid Holidays:	10 designated holidays plus 2 floating holidays (unchanged). Also, December 29 and 30, 1980 recognized as days off with pay and January 2, 1981 recognized as a day off without pay. (Previously, 1 day off with pay and 2 days off without pay).	
Paid Vacation:	4 weeks plus 2 days after 15 (18) years' service. Also 2 weeks after 1 year, 3 weeks after 3 years, 3 weeks plus 1 day after 5 years, 3 weeks plus 2 days after 7 years, 3 weeks plus 3 days after 8 years, 3 weeks plus 4 days after 9 years, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged).	
Tuition Waiver (new):	Applies to all regular full-time employees.	
Paid Study Leave (new):	Regular full-time employees may take up to 3 hours off per week with pay to attend university courses.	

HEALTH AND WELFARE SERVICES

Stratford General Hospital - Ontario Nurses' Association (Ind.): Two 24-month
renewal agreements effective from October 1, 1978 to September
30, 1980, covering 220 employees settled by arbitration.
Duration of negotiations - 19 months.

Wages:	<u>Effective</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Increases		approx 7%	approx 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Graduate Nurse* 0-7 years	\$1,316-\$1,496 (\$1,225.54-\$1,327.78)	\$1,406-\$1,599
	Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	<u>Part-time</u> (tour rates)		
	Registered Nurse 0-1400 tours	\$69.05-\$79.86 (\$63.45-\$73.44)	\$74.95-\$86.63
	Casual Registered Nurse	\$69.05 (\$62.27)	\$74.95

*Special Start Rates - RN's hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly, Graduate Nurses receive \$1,227 (\$1,145.54). Effective October 1, 1979, \$1,308 per month.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Responsibility Allowance: \$2.50 (\$1) per shift for replacing a head nurse.

Paid Holidays: Effective in 1980, the second Monday in February replaces the floating holiday for a total of 11 days (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for a plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.

10 Southwestern Ontario Hospitals and McCormick Home for the Aged - Local 220, Service Employees (AFL-CIO/CLC) (part-time employees): Six 12-month renewal agreements and five 12-month first agreements effective from April 1, 1980 to March 31, 1981, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/80	June 13/80
General Increase		50¢	*
Skilled Trades Adjustment		35¢	
<u>Victoria Hospital</u>			
Housekeeping Aide	\$5.96-\$6.05 (\$5.46-\$5.55)		\$6.32-\$6.42
Orderly-Equipment Room	\$6.78-\$6.91 (\$6.28-\$6.41)		\$7.20-\$7.34
Electrician	\$9.10 (\$8.25)		\$9.65

*Rates reflect reduction in hours of work.

Probationary period is 337.5 (360) hours worked. Maximum rates for Housekeeping Aide and Orderly-Equipment Room are reached after two increases of 1,800 (2,080) hours each.

Hours of Work: 7 1/2 (8) hours per day with no reduction in pay.

Shift Premium: 24.7¢ (21.9¢) per hour.

Standby Pay: \$1.10 (\$1.00) per hour. When called in to work, standby remains payable (new).

Reporting Pay (Freeport and Parkwood Hospitals, new): Employees shall be assigned work for at least 50% of the hours scheduled or receive regular straight time pay in lieu thereof.

Bereavement Leave (Victoria Hospital only): 3 (1) days' paid leave for mother-in-law and father-in-law.

Uniform Allowance (new): 2.5¢ per hour.

List of Participating Hospitals

Centre Grey Hospital, Markdale
Freeport Hospital, Kitchener
Listowel Memorial Hospital, Listowel
McCormick Home, London
Norfolk General Hospital, Simcoe
St. Mary's General Hospital, Kitchener
St. Mary's Hospital, London
St. Thomas-Elgin General Hospital, St. Thomas
Sarnia General Hospital, Sarnia
Victoria Hospital (Service Unit), London
Women's Christian Assn. of London (Parkwood Hospital), London.

Catholic Children's Aid Society of Metropolitan Toronto - Local 2190, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 200 employees settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 30/80</u>
	General Increase	8%
	Child Care Worker I	\$11,850-\$14,890 (\$10,965-\$13,785)
	Social Worker V	\$19,440-\$24,420 (\$18,005-\$22,605)

Probationary period is 6 months. Maximum rates are reached after 4 annual increases.

Night Duty Workers Allowance:	<u>Weeknights</u>	<u>Weekends</u>
	1st Call \$35 (\$26.50)	\$35 (\$35)
	2nd Call \$20 (\$17)	\$35 (\$35)

Paid Holidays: 1 additional day is added for a total of 12 days.

Paid Vacation: 25 working days (new) after 20 years' service.

Health and Welfare: OHIP - Effective April 1, 1980, employer pays 90% of premium cost. (Previously \$15.15 per month for single coverage and \$30.30 for family coverage.)

Mileage Allowance: 26¢ (23¢) per mile.

Parking Allowance:	During Days Per Month	Keele	Maitland St.
75+miles, 120+kilometres	4	\$6.75 (\$5.50)	\$12.25 (\$11)
150+miles, 240+kilometres	8	\$13.50 (\$11)	\$24.50 (\$22)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Engineering Company at Mississauga - Public Service Alliance of Canada (CLC) (drafting and illustrating employees):
A 24-month renewal agreement effective from August 1, 1980 to July 31, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	Aug. 1/80	Jan. 1/81	Aug. 1/81
Average Increases		9%	2% non- compounded	9%
PD2 (includes Detailer 2)	\$10,700-\$15,600 (\$9,810-\$14,310)	\$10,900-\$15,900	\$11,930-\$17,330	
PD7 (includes Design Tech- nologist 7)	\$27,635-\$30,335 (\$25,330-\$27,830)	\$28,035-\$30,835	\$30,610-\$33,610	

Paid Vacation: Effective April 1, 1980, 16 days after 8 (9) years' service, 17 days after 9 (10) years, 18 days after 10 (11) years, 19 days after 11 (12) years, 20 days after 12 (13) years, 21 days after 17 (18) years, 22 days after 20 (21) years, 23 days after 22 (24) years, 24 days after 24 (27) years and 25 days after 27 (29) years.

Effective April 1, 1981, 21 days after 15 years, 22 days after 18 years and 23 days after 21 years.

Health and Welfare: Life Insurance - Effective August 1, 1981, employer pays 75% (60%) of premium costs.

OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$21 (\$20) per month for single coverage and \$42 (\$40) per month for family coverage. Effective August 1, 1981, \$22 and \$44, respectively.

Dental Plan (new) - Effective July 1, 1980, employer pays 100% of premium costs for a plan equivalent to Blue Cross Dental Plan #9, with 50% co-insurance. Payments are based on the 1980 Ontario Dental Association fee schedule.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Postal Workers (CLC)
(23,000 inside post office employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled at the conciliation board stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/80
General Increase		66¢
Additional Adjustment (Mail Handler)		10¢
COLA Fold-in		79¢
Mail Handler (3 steps to maximum)		\$8.66-\$8.80 (\$7.11-\$7.25)
Postal Clerk and Supervisory Mail Handler (3 steps to maximum)		\$8.78-\$8.95 (\$7.33-\$7.50)
Mail Dispatcher (2 steps to maximum)		\$8.96-\$9.05 (\$7.51-\$7.60)

Cost of Living Allowance: Effective January 1, 1980, 1¢ per 0.35 increase in the Consumer Price Index -1961=100, quarterly and effective when the CPI reaches 281.4, which is the Index published for December 1979 increased by an adjustment factor of 6%. The final payment will be made for the period up to and including December 31, 1980. (Previously, 1¢ per 0.4 increase, capped at 40¢ with a 39¢ float).

NOTE: The following provisions are effective May 23, 1980.

Hours of Work;	37 1/2 (40) hours per week with maintenance of pay, in consideration of the work output of the 40 hour week being maintained. An objective evaluation of the level of production of a group, a section or an office will be made, with no individual work measurement.
Overtime Pay:	Time and one-half for the first 2 hours, double time thereafter. (Previously, time and one-half for all overtime.)
Shift Premium:	72¢ (40¢) per hour for work between 5 p.m. and 7 a.m.
Saturday Premium:	90¢ (60¢) per hour.
Sunday Premium:	90¢ (75¢) per hour.
Paid Holidays:	11 (unchanged).

Paid Vacation: 6 weeks (new) after 30 years' service and 7 weeks (new) after 35 years. Also 3 weeks after 1 year, 4 weeks after 10 years and 5 weeks after 25 years (unchanged).

Boot Allowance: \$155 (\$140) per year.

Glove Allowance: \$11 (\$10) per year.

Part-time employees receive 8¢ per hour differential in lieu of boot and glove allowances (previously 7¢ per hour for boot allowance and \$5 per year glove allowance).

Severance Pay: 1 week's pay per year of service to a maximum 26 weeks for an employee who has more than 1 year of continuous service and is released for incapacity (new).

Job Security: If, as a result of operational changes not arising from technological change and changes that occur outside the control of Canada Post, an employee regularly employed in a position in the Bargaining Unit, as of the effective date of the agreement, is rendered surplus to requirements of his particular job, he will be notified officially in writing and be offered alternative employment in accordance with the order of priorities as outlined in the collective agreement (new). "Employees within the Bargaining Unit" added to the list of priorities (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(1,400 firefighters, supervisory and non-supervisory): An 18 1/2-month renewal agreement effective from June 12, 1980 to January 3, 1982, with wages retroactive to January 7, 1980, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 7/80	Jan. 5/81
	General Increases	11.5%	8%
	Annual Rates		
	FR-1	\$18,511-\$20,256 (\$16,602-\$18,167)	\$19,992-\$21,876
	FR-3	\$20,206-\$22,862 (\$18,122-\$20,504)	\$21,822-\$24,691
	FR-6	\$24,755-\$28,009 (\$22,202-\$25,120)	\$26,735-\$30,250

Hours of Work: 42 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: Effective April 1, 1980, 4 weeks after 10 (12) years' service. Also 3 weeks after 1 year and 5 weeks after 25 years (unchanged).

Long Service Pay: Ranges from \$120 per year with 5 years' service to \$435 with 30 years or more (previously \$120 with 5 years to \$370 with 25 years or more).

Adoption
Leave (new): Maximum 1 day of paid leave for male employee.

Overtime Meal Allowance: \$3.50 (\$3.25).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(programme administration group) (21,710 employees): A 6-month renewal agreement effective from June 30, 1980 to December 21, 1980, with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 24/79</u>
	Average Increase	8.75%
	<u>Annual Rates</u>	
	PM-1	\$16,157-\$19,075 (\$14,823-\$18,151)
	PM-4	\$23,045-\$25,969 (\$21,338-\$24,045)
	PM-6	\$32,607-\$36,809 (\$30,192-\$34,082)

Hours of Work: 37.5 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour for regularly scheduled work on a Saturday or Sunday.

Standby Pay: \$6 (\$5) per 8-hour period on a regular work day. \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Meal Allowance: \$4 (\$3.25) after 3 hours overtime and \$3 (\$2.50) after 4 additional hours.

Penological Factor Allowance: Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(secretarial, stenographic and typing group) (14,295 employees):
A 6-month renewal agreement effective from June 16, 1980 to January 4, 1981, with wages retroactive to January 7, 1980, settled by arbitration. Duration of negotiations - 6 months.

ages: Effective Jan. 7/80

Increases:

ST-TYP	12%
ST-STN, ST-OCE	11%
ST-SCY, ST-COR	9%

Annual Rates

ST-TYP-1	\$9,120-\$10,409 (\$8,143-\$9,294)
ST-OCE-3	\$13,963-\$15,267 (\$12,579-\$13,754)
ST-SCY-4	\$17,517-\$19,171 (\$16,071-\$17,588)

Hours of Work: 37 1/2 per week (unchanged). An employee has the right to select and request flexible hours between 7 am. and 6 p.m. and such a request shall not be unreasonably denied (new).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Standby Pay: \$6 (\$5) per 8-hour period on a regular work day, \$12 (\$10) on a day of rest or holiday.

Weekend Premium: 30¢ (25¢) per hour for regularly scheduled work on a Saturday or Sunday.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertificated leave per year.

Meal Allowance: \$3.75 (\$3.25) after 3 hours overtime and \$3 (\$2.50) after 4 additional hours.

Biological Factor Allowance: Factor X 100% \$1,200 (\$1,028) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(welfare programme group) (1,520 employees): A 6-month renewal agreement effective from June 26, 1980 to December 23, 1980, with wages retroactive to December 24, 1979, settled at the bargaining stage. Duration of negotiations - 9 months.

ages: Effective Dec. 24/79

Weighted Average Increase 8%

Dec. 24/79

Annual Rates

WP-1	\$13,827-\$17,807 (\$12,759-\$16,432)
WP-3	\$20,572-\$23,139 (\$18,983-\$21,352)
WP-6	\$33,099-\$37,615 (\$30,934-\$35,154)

Hours of Work:	37 1/2 per week (unchanged).
Weekend Premium:	30¢ per hour for regularly scheduled work on a Saturday or Sunday (new).
Sleeping in Premium:	\$4 (\$3) per night - applicable to Child Care Workers.
Acting Pay:	A day designated as a paid holiday is to be considered part of the qualifying period (new).
Paid Holidays:	11 (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 25 years (all unchanged).
Bereavement Leave:	Grandchild is added for 1 day's paid leave.
Meal Allowance:	\$4 after 3 hours overtime (unchanged) and \$2.50 after 4 additional hours (new).

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 360 employees, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	7.5%
	Constable-4th Class	\$17,397 (\$16,183)
	Constable-1st Class	\$23,363 (\$21,733)
	Staff Sergeant	\$27,338 (\$25,431)

Overtime Pay: Double time for overtime at Mosport Race Track (new).

Mileage 30¢ (20¢) per mile one way.
Allowance:

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind)
(5,300 police officers): A 12-month renewal agreement as the result of a wage reopener, effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/80	Aug. 1/80
	General Increases*	8.03%	2.12%
	<u>Annual Rates</u>		
	3rd Class Constable	\$19,625 (\$18,164)	\$20,041
	1st Class Constable	\$23,530 (\$21,780)	\$24,030
	Staff Sergeant	\$28,213 (\$26,115)	\$28,813

*Percentage increases shown represent increases to 1st Class Constable of \$1,750 per year January 1, 1980 and \$500 per year August 1, 1980. Differential of 9.5% between job grades maintained.

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 215 employees settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/80
	General Increase	10%
	Additional Adjustments	10¢ for Charge Hand I and II, and 16¢ for Mechanics

Salaried

Fire Hall Dispatcher	\$10,406-\$12,221 (\$ 9,460-\$11,110)
Pumphouse Person	\$15,039-\$17,364 (\$13,672-\$15,786)

Hourly Paid

General Labourer	\$7.22 (\$6.56)
Licensed Mechanic	\$8.97 (\$7.99)

Probationary period is 3 months. Maximum rates for Salaried Employees are reached after 6 years.

Health and
Welfare:

Dental Plan (new) - Effective August 1980 employer pays 50% of premium costs for Blue Cross #9 Plan or its equivalent. Payments are based on the 1980 Ontario Dental Association fee schedule.

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC) (1,260 employees):
A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/80	Oct. 17/80	Jan. 1/81
	General Increases	8%	3%	9%
	<u>Annual Rates</u>			
	Fire Fighter 4th Class	\$16,632-\$17,820 (\$15,402-\$16,500)	\$17,131-\$18,355	\$18,673-\$20,007
	Fire Fighter 1st Class	\$23,760 (\$22,000)	\$24,473	\$26,676
	Fire Platoon Chief	\$36,828 (\$34,102)	\$37,933	\$41,347

Bargaining
Unit Expanded:

Several classifications ranging from Technician to Assistant Deputy Chief have been added. Rates for the latter set at 165% and 185% of a Fire Fighter 1st Class. (Previous high was Fire Platoon Chief - 155% of Fire Fighter 1st Class).

Hours of Work:

42 per week (unchanged).

Paid Holidays:

Effective January 1, 1981, Remembrance Day to be observed on the same basis as the other 11 holidays. (Previously, observed only if it fell on a weekday).

Paid Vacation:

2 weeks after 1 years' service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (all unchanged).

Bonus Week (new) - Effective January 1, 1980, one extra week upon completion of 25 years of service. Granted on one occasion only.

Health and
Welfare:

Prescription Glasses - Effective January 1, 1981, \$80 (\$60) per year.

Dental Plan - Employer pays 100% (80%) of premiums for endodontic, periodontal, surgical and denture coverage.

Milage
Allowance
(new):

17¢ per kilometre.

Uniform
Issuance (new):

A list of uniform clothing to be supplied by employer has been included in the contract effective January 1, 1981.

CONSTRUCTION

International Capital Road Builders Association - Local 793 International Operating Engineers (AFL-CIO/CLC), Local 527, Labourers (AFL-CIO/CLC) and Local 91, Teamsters (Ind.): A 22-month renewal agreement effective from June 23, 1980 to April 30, 1982, covering 1,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

ages:	Effective	<u>June 23/80</u>	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Increases	50¢ for Operating Engineers; 60¢ for Labourers and 70¢ for Teamsters	70¢	10¢
	Shovel Operator - Roadbuilding	\$9.55 (\$9.05)	\$10.25	\$10.35
	Labourer (Skilled) - Roadbuilding	\$9.15 (\$8.55)	\$ 9.85	\$ 9.95
	Tandem Axle Truck Driver - Roadbuilding	\$9.20 (\$8.50)	\$ 9.90	\$10.00

Shift Premium
Labourers, only): 55¢ (50¢) per hour on the second and third shifts for labourers engaged in road and sewer and watermain construction. Effective May 1, 1981, 60¢.

ompressed Air remium Labourers, only):	Effective	<u>June 23, 1980</u>	<u>May 1, 1981</u>
	1 to 14 pounds pressure	\$6.50 (\$5)	\$7.00
	15 to 20 pounds pressure	\$7.80 (\$6)	\$8.00
	For each pound over 21 pounds pressure	65¢ (50¢) per pound	70¢ per pound

Health and
elfare: Employer contributes 39¢ (30¢) per hour worked for Labourers and 30¢ (unchanged) per hour worked for Operating Engineers.

ension Plan: Employer contributes 40¢ (20¢) per hour earned for Operating Engineers and 20¢ (unchanged) per hour worked for Labourers.

iving Out
llowance: \$16 (\$14) per day. Effective May 1, 1981, \$18.

Canadian Automatic Sprinkler Association, province-wide - Local 853, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

ages:	Effective	<u>June 11/80</u>	<u>May 1/81</u>
	Increases	\$1.15-\$1.16	.91¢

	<u>June 11/80</u>	<u>May 1/81</u>
Journeyman Sprinkler Fitter- Ontario West	\$13.29 (\$12.14)	\$14.20
Journeyman Sprinkler Fitter- Ontario East	\$13.73 (\$12.57)	\$14.64
Journeyman Sprinkler Fitter- Ontario Central	\$14.37 (\$13.22)	\$15.28

Call-In Pay: Minimum 3(2) hours' pay.

Injury Pay (new): Employees injured on the job and unable to return to work receive 100% of their pay for the full shift upon receipt of a doctors' or first aid attendants' certificate.

Vacation Pay: 10% (unchanged).

Health and Welfare: Effective June 11, 1980, employer contributes 60¢ (55¢) per hour worked.

Pension Plan: Effective June 11, 1980, employer contributes 70¢ (60¢) per hour worked. Effective May 1, 1981, 80¢.

Mileage Allowance: 30¢ (26¢) per mile. Effective May 1, 1981, 36¢ per mile.

Room and Board Allowance: \$25 (\$22) per day, based on 7 days per week. Effective May 1, 1981, \$30.

National Elevator and Escalator Association, province-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 23-month renewal agreement effective from June 10, 1980 to April 30, 1982, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 2/80</u>	<u>May 1/81</u>
	Increases	\$1.01-\$1.02	\$1.00-\$1.01
	Journeyman Elevator Mechanic (Thunder Bay)	\$13.05 (\$12.03)	\$14.05
	Journeyman Elevator Mechanic (Toronto)	\$14.05 (\$13.03)	\$15.05
	Journeyman Elevator Mechanic (Hamilton)	\$14.48 (\$13.47)	\$15.49

Health and Welfare: Employer contributes 33¢ (28¢) per hour worked.

Pension Fund: Employer contributes \$1.20 (\$1.07) per hour worked.

Residential Sheet Metal Contractors Organization in the Toronto area - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	May 15/80	May 1/81
	General Increases	\$1.00*	\$1.04*
	Journeyman Sheet Metal Worker (warm air home heating)	\$11.33 (\$10.33)	\$12.37
	Journeyman Sheet Metal Worker (other)	\$12.74 (\$11.74)	\$13.78

*If a Dental Plan is implemented, then the amount needed will be diverted from the increases shown.

Shift Premium: 9 1/2 (8) hours' pay for 8 (7) hours work.

Vacation Pay: 10% (unchanged).

Mileage Allowance: 17¢ per kilometre plus 3¢ per kilometer per employee passenger. (Previously, 18¢ per mile plus 4¢ per mile per employee passenger).

Parking Allowance: \$3.50 (\$2.50) per day.

Travel Allowance: \$2 (\$1) per day in Zone 2 and \$3 (\$2) per day in Zone 3.

Tool Insurance: Employer pays \$2 (\$1.25) per journeyman and apprentice.

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Masons Independent Union of Canada (CCU) (Journeyman bricklayers, stone-masons and bricklayers' assistants): Two 23-month renewal agreements effective from June 27, 1980 to May 31, 1982, covering 1,700 employees, settled at bargaining after a work stoppage. Duration of negotiations - 4 months. Previous agreement expired May 31, 1980.

Wages:	Effective	June 27/80	Sept. 29/80
	Increases	40¢	45¢ for Journeymen; 35¢ for Assistants

	<u>June 27/80</u>	<u>Sept. 29/80</u>
Bricklayer's Assistant	\$10.28 (\$ 9.88)	\$10.63
Journeyman Bricklayer	\$12.43 (\$12.03)	\$12.88
Effective	<u>June 1/81</u>	<u>Oct. 4/81</u>
Increases	65¢ for Journeymen; 50¢ for Assistants	65¢ for Journeymen; 55¢ for Assistants
Bricklayer's Assistant	\$11.13	\$11.68
Journeyman Bricklayer	\$13.53	\$14.18

Vacation Pay:

10% (9%).

Travelling Allowance:

\$7 (\$5) per day in Zone 2 and \$15 (\$10) per day in Zone 3.

ADDENDUM

April 1980 Settlements

METAL FABRICATING

Welland Forge, Division of Dominion Chain Inc., formerly Welland Forge Limited - Local 523, Electrical Workers (UE) (CLC): A 30-month renewal agreement effective from April 3, 1980 to September 30, 1982, with wages retroactive to October 1, 1979, covering 200 employees, settled with mediation assistance during a work stoppage and ratified in April, 1980. Duration of negotiations - 7 months. Previous agreement expired September 30, 1979.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
General Increases		45¢	45¢	45¢
Additional Adjustments		10¢-50¢ for maintenance classifications; 25¢ for labour classifications; 40¢-50¢ for tool and die room		
Labourer (Shop Labour)		\$7.12 (\$6.42)	\$7.57	\$8.02

	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
Machinist	\$8.72-\$9.78	\$9.17-\$10.23	\$9.62-\$10.68
Mechanic	(\$7.77-\$8.83)		

Previous rates reflect a 38-cent COLA Fold-in.

Probationary period is 60 days of work. Maximum rate for Machinist Mechanic is reached after 5 annual increases.

Cost of Living Allowance: 1¢ per 0.337 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Previously, 1¢ per 0.45 point rise in the CPI - 1961=100.)

Shift Premium: 0-25¢-28¢ (0-22¢-25¢).

Paid Holidays: Effective October 1, 1981, 1 additional holiday between Christmas and New Year's Day is added for a total of 13 days.

Paid Vacation: 3 weeks at 6% after 5 (6) years' service 3 weeks plus 3 days at 7% (new) after 10 years and 4 weeks at 8% (new) after 15 years. Effective in 1982, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D.&D. - \$10,000 (\$8,000) coverage. Effective October 1, 1980, \$14,000. Effective October 1, 1981, \$16,000.

Weekly Indemnity - Benefit increases to the U.I.C. maximum of \$174 (\$115) per week.

Dental Plan (new) - Effective May 1, 1980, employer pays 100% of premium costs for a plan equivalent to Blue Cross Dental Plan #7, which provides 80% of covered bills to a maximum of \$1,000 per person per year. Payments are based on the 1980 Ontario Dental Association fee schedule.

MACHINERY

International Harvester Canada Ltd. at Hamilton - Local 4592, Steelworkers (AFL-CIO/CLC) (office employees): A 36-month renewal agreement effective from April 22, 1980 to April 21, 1983, covering 255 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 22/80</u>	<u>Apr. 20/81</u>	<u>Apr. 26/82</u>
General Increases		3%	3%	3%
COLA Fold-in		\$1.72		

Weekly Rates

Grade 1 (includes Routine Clerk)	\$286.28-\$304.10 (\$211.15-\$228.45)	\$294.87-\$313.22	\$303.72-\$322.62
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	<u>Apr. 22/80</u>	<u>Apr. 20/81</u>	<u>Apr. 26/82</u>
Grade 15	\$461.26-\$514.81	\$475.10-\$530.25	\$489.35-\$546.16
(Engineering	(\$381.03-\$433.02)		
Test &			
Development			
Technologist)			

Previous rates reflect a rollback by the Anti Inflation Board.

Probationary period is 3 months. Maximum rates are reached after two 6-month and two 12-month increases.

Cost of Living
Allowance:

\$1.72 of the \$1.77 allowance generated under the previous agreement is folded into wages April 22, 1980, leaving a 5-cent float.

Effective in the first 2 years, quarterly adjustments of 1¢ per 0.35 point change in the Consumer Price Index - 1961=100. (Basic formula is unchanged.) Effective in the third year 1¢ per 0.26 point change in the CPI - 1971=100.

Shift Premium:

Effective April 18, 1981, 0-27¢-35¢ (0-22¢-30¢).

Paid Holidays:

Effective in 1981, Heritage Day is added for a total of 12 days.

Bereavement
Leave:

Step-parent, step-child, brother and sister, and step-brother and step-sister are added for up to 3 days' paid leave. Grandchild of the employee or his current spouse is added for 1 day's paid leave.

Pre-retirement
Leave Benefit
Plan (new):

Effective January 1, 1981, 1 week. Effective January 1, 1982, 2 weeks. Benefits payable are at the same rate as provided under the Weekly Disability Benefit Plan. Eligibility requires age 55 or more and 30 or more years of service.

The employer will be entitled to reduce the amount of contributions required under the S.U.B. Plan by the amount of benefits paid. No pre-retirement leave will be granted if the S.U.B. Trust Fund level falls below 39.99% and until the Trust Fund rises above 57.99%.

Health and
Welfare:

Term Life Insurance - \$12,500-\$25,000 (\$12,500-\$19,500) coverage. Increase for the average employee is approximately \$5,000.

A.D. & D. - \$6,250-\$12,500 (\$6,250-\$9,750) coverage. Loss of Limbs resulting from a non-occupational disease now covered.

Weekly Indemnity - \$134-\$280 (\$134-\$205). Increase for the average employee is approximately \$50.

Monthly Long Term Disability Benefits - \$460-\$1,015 (\$460-\$755). Increase for the average employee is approximately \$180.

Vision Plan - Effective May 1, 1980, \$12 to \$18 per lens, depending on type, and \$17 for frames. Effective May 1, 1981, \$13.20 to \$19.80 per lens and \$18.70 for frames. Effective May 1, 1982, \$14.50 to \$21.75 per lens and \$20.60 for frames. Claims for the above allowances no longer require a prescription change; however, the 25 month frequency limitation still applies.

(Previously \$50 every 2 years for lenses and \$14 for frames.)

Hearing Aid Plan (new) - Effective July 1, 1980, \$275 allowance for employees and eligible dependants.

Out-of-Province Hospital/Medical (new) - Effective July 1, 1980, covers eligible expenses in excess of O.H.I.P. and the Semi-Private Hospital Plan.

Dental Plan - Effective August 1, 1980, \$800 (\$750) maximum life-time coverage for orthodontic expenses and \$1,000 (\$750) maximum coverage for all other expenses. Continues to follow current Ontario Dental Association fee schedules.

Transition Benefits for Surviving Spouse - Effective August 1, 1980, \$175-\$300 (\$150-\$250) per month.

Bridge Benefits - Effective August 1, 1980, \$300 (\$250) maximum per month. Spouse under 45 may now become eligible if spouse's age at the time of the employee's death plus employee's years of service equals 55 or more (new).

Continuation of Health Benefits to Certain Surviving Spouses (new) - Premiums maintained for 6 months in the case of death of an employee after July 1, 1980 as the result of a non-work-related accident or illness. Premiums maintained for life, or until remarriage, if death is the result of a work-related accident or illness. Spouse must meet eligibility criteria. Provision does not apply to Out-of-Province Hospital/Medical coverage.

Pension Plan
(Non-contributory):

Life Income Benefit (Basic Benefit) - Varies by class codes A through D. For retirements on or after July 1, 1980: Effective July 1, 1980, \$13.75-\$14.50 (\$12.75-\$13.50) per month per year of service. Effective January 1, 1981, \$14.15-\$14.90. Effective July 1, 1981, \$14.55-\$15.30. Effective January 1, 1982, \$14.95-\$15.70. Effective July 1, 1982, \$15.35-\$16.10. Effective January 1, 1983, \$15.75-\$16.70.

Reduction Factor - Pension increases occurring after July 1, 1980 will no longer be reduced by early retirement factors based on age at retirement. Instead increases will be reduced by early retirement factors related to the age of the pensioner when the increase becomes effective. No reduction at age 62 or over.

Supplemental Allowance - An amount which when added to the monthly Life Income and, if applicable, the monthly temporary benefits, provides the following monthly benefits: For retirements on or after July 1, 1980 for employees with 30 or more years of service. Effective July 1, 1980, \$725 (\$625). Effective January 1, 1981, \$755. Effective July 1, 1981, \$785. Effective January 1, 1982, \$815. Effective July 1, 1982, \$845. Effective January 1, 1983, \$875.

Employees with less than 30 years of service but otherwise eligible to retire receive 1/30 of the above amounts, reduced by 1% for each month employee retired prior to age 60, multiplied by years of service.

The supplemental allowance ceases upon the pensioner returning to work, attaining Statutory Benefit Age, or dying, whichever comes first.

Temporary Monthly Benefits for Disability Retirements - Effective July 1, 1980 - June 30, 1981 retirements, \$11 (\$10). Effective July 1, 1981 - June 30, 1982 retirements, \$12. Effective July 1, 1982 and later retirements, \$13.

Monthly benefits are multiplied by number of years of service to a maximum of 25 years and payable until Statutory Benefit Age.

Survivor's Benefits - Effective July 1, 1980, 60% (55%) of the Life Income benefit the pensioner or deceased employee would have received if over the Statutory Benefit Age in the month of payment.

Automatic Retirement Age - Pension benefits are payable for employees retiring at age 68 with at least 5 (10) years of service.

Supplemental
Unemployment
Benefit Plan:

Weekly Benefits - \$100 (\$90) if the employee is not eligible to receive U.I.C. benefits for specified reasons; otherwise benefits equal 42% (40%) of the maximum benefit payable under U.I.C.

Employer Contributions - Increase by 1¢ in each year of the agreement.

Maximum Funding Level - Calculated at \$600 (\$500) per employee.

Meal
Allowance:

\$3 (\$2) for unscheduled overtime.

May 1980 Settlements

RUBBER AND PLASTIC PRODUCTS

3M Canada Limited at London - Local 27, Auto Workers (CLC): A 36-month renewal agreement effective from May 3, 1980 to May 6, 1983, covering 350 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 3 months.

Wages:	Effective	May 3/80	May 1/81	May 1/82
General Increases		40¢	32¢	28¢
COLA Fold-in		\$1.29		
Skilled Trades Adjustments		16¢	12¢	10¢
Group D (Production Helper)		\$9.13-\$9.33 (\$7.56-\$7.64)	\$9.45-\$9.65	\$9.73-\$9.93

	<u>May 3/80</u>	<u>May 1/81</u>	<u>May 1/82</u>
Group I (includes Journeyman Electrician)	\$10.52-\$10.72 (\$8.67-\$8.87)	\$10.96-\$11.16	\$11.34-\$11.54

Maximum rates are reached upon completion of the 45 days worked probationary period.

Cost of Living: 1¢ per 0.34 point increase in the Consumer Price Index -
Allowance: 1971=100. Adjusted quarterly (Same formula.)

Shift Premium: 0-30¢-30¢ (0-21¢-23¢).

Paid Holidays: Effective in 1982, 1 additional day to be taken during Christmas shutdown, for a total of 14 days.

Health and Welfare: Weekly Indemnity - Amount of benefits is determined by wage levels. Benefits range from \$185 for employees earning less than \$299.99 per week to \$225 for employees earning more than \$360. Payable on a 1-5-26 basis. (Previously, maximum benefit was UIC maximum plus \$10.)

Effective May 1, 1981, maximum benefit of \$235. Effective May 1, 1982, maximum of \$245.

Long Term Disability - Maximum benefit is \$700(\$600) per month. Effective May 1, 1981, \$800 maximum. Effective May 1, 1982, \$900 maximum.

Dental Plan - 50%/50% co-insurance on major dental work (new). 75%/25% co-insurance on basic preventative plan continues. Effective May 1, 1981, the \$25 single/\$75 family deductible is removed from basic preventative plan.

PRINTING, PUBLISHING AND ALLIED

The Spectator, a Division of Southam Inc. at Hamilton - Locals 176, and 669, Printing and Graphic Communications (AFL-CIO/CLC) (pressmen and paper-handlers, composing room and delivery employees): Two 37-month early termination agreements effective from May 5, 1980 to May 28, 1983, covering 200 employees, settled at the bargaining stage and ratified in May, 1980. Duration of negotiations - 1 month. Previous agreements were scheduled to expire May 28, 1980.

Wages:	Effective	<u>May 5/80</u>	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Increases		9.5% on the average	9%	9%
<u>Weekly Rates</u>				
Journeyman		\$338.63	\$369.00	\$402.38
Paperhandler		(\$307.50)		

	<u>May 5/80</u>	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Journeyman Mailer	\$403.13 (\$359.25)	\$439.50	\$478.88
Journeyman Pressman	\$435.38 (\$395.625)	\$474.38	\$517.13
Lump Sum Payments:	\$400 for change in pressroom manning. If trial period is acceptable then a further \$600 on January 5, 1981 plus a guarantee of employment.		
Shift Premiums:	Night Shift - 70¢ (65¢) per hour. Split Shift - 65¢ (60¢) per hour.		
Lead Hand Premium:	\$6.50 (\$6.00) per shift. Effective in the second year, \$7. Effective in the third year, \$7.50.		
Assistant Lead Hand and Colour Premium:	\$3.75 (\$3.50) per shift. Effective in the second year, \$4. Effective in the third year, \$4.50.		
Sunday Premium:	3 times the straight time rate, where it constitutes a seventh shift on nights (new).		
Overtime Pay:	\$5 bonus for maintenance people if overtime is altered on the same day it is to occur, or if notification is given after the previous day's shift, plus a further \$5 if less than 1 hour's notice is given on the same day for overtime in excess of 1 hour (new).		
Paid Vacation:	5 weeks after 18 (20) years' service and 6 weeks after 30 (35 years for pressmen, unchanged for others). Effective in the second year, 4 weeks after 8 (10) years. Effective in the third year, 6 weeks after 28 years.		

ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Company at Toronto and other centres - Local 513, The National Union of Independent Gas Workers* (Ind.) (590 office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, settled at the bargaining stage and ratified in May, 1980. Duration of negotiations - 1 month.

*Previously known as Independent Gas Workers' Union.

Wages:	<u>Effective</u>	<u>Feb. 2/81</u>	<u>Feb. 1/82</u>
Weekly Increases (Varies by \$2 per range)		\$18-\$36	\$20-\$38

Feb. 2/81

Feb. 1/82

Weekly Rates

Range 2 (includes Filing Clerk)	\$205.50-\$215.00 (\$185.50-\$195.00)	\$227.50-\$237.00
Range 10 (includes Senior Clerk)	\$382.00-\$395.50 (\$346.00-\$359.50)	\$420.00-\$433.50

Previous rates reflect an unscheduled 4% adjustment implemented as of April 28, 1980. In addition, employees on the payroll as of that date received a lump sum payment of \$90 for the period from March 1 to April 28, 1980.

Hours of Work:	35 per week for most employees. 37 1/2 to 42 for a few positions. Wage grid shown is based on 35 hours per week (unchanged).
Shift Premium:	\$12.50 per week for scheduled shifts worked between 12:00 noon and 8 a.m. daily in any one week (previously \$9.50 per week for shifts between 3 p.m. and 8 a.m.).
Paid Holidays:	9 designated days, plus 2 floating non-premium holidays (unchanged).
Paid Vacation:	4 weeks after 10 (12) years' service and 5 weeks after 20 (25) years. Also, 2 weeks after 10 months and 3 weeks after 5 years (both unchanged).
Meal Allowance:	\$4 (\$3.50).

The Consumers' Gas Company at Toronto and other centres - Local 001, The National Union of Independent Gas Workers* (Ind.) (680 service, measurement, transport, construction and maintenance employees):
A 24-month renewal agreement effective from September 8, 1980 to September 7, 1982, settled at the bargaining stage and ratified in May, 1980. Duration of negotiations - 1 month.

*Previously known as Independent Gas Workers' Union.

Wages:	Effective	<u>Sept. 8/80</u>	<u>Sept. 8/81</u>
General Increases		9.5%	10%
Labourer		\$8.20 (\$7.49)	\$9.02
Truck Driver		\$8.77 (\$8.01)	\$9.65
Pipeline Welder		\$10.59 (\$9.67)	\$11.65

Previous rates reflect an unscheduled 4% adjustment implemented as of April 28, 1980. In addition, employees on the payroll as of that date received a lump sum payment of \$90 for the period from March 1 to April 28, 1980.

Hours of Work: 40 per week (unchanged).

Shift Premiums: Sunday through Friday - 0-25¢-30¢; Saturday - 50¢-50¢-50¢. (Previously, all days - 0-20¢-25¢).

Paid Holidays: 9 designated days, plus 2 floating non-premium holidays (unchanged).

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 20 (25) years. Also 2 weeks after 10 months and 3 weeks after 5 years (both unchanged).

Meal Allowance: \$4 (\$3.50).

Safety Footwear Allowance: \$30 once per year for construction workers. \$20 for other eligible employees. (Previously, all employees received \$17.50 per year).

Tool Allowance: \$75 (\$50) per year for auto mechanics.

HEALTH AND WELFARE SERVICES

Peterborough Civic Hospital - Local 19, Canadian Union of Public Employees (CLC): An 18-month renewal agreement effective from April 1, 1979 to September 28, 1980, covering 375 employees, settled by arbitration in May, 1980. Duration of negotiations - 2 months.

Wages:	Effective <u>April 1/79</u>	<u>Oct. 1/79</u>
Increases	6%	6.5% for ambulance personnel and skilled trades only.

Full Time

Housekeeping Aide	\$5.18-\$5.54 (\$4.89-\$5.23)	\$5.18-\$5.54
Registered Nursing Assistant	\$5.75-\$6.21 (\$5.42-\$5.86)	\$5.75-\$6.21
Ambulance Senior Attendant	\$6.85-\$7.41 (\$6.45-\$7.01)	\$7.29-\$7.85

Effective	<u>Dec. 31/79</u>	<u>Apr. 1/80</u>
Increases	6.75%	6.5% non-compounded

	<u>Dec. 31/79</u>	<u>Apr. 1/80</u>
Housekeeping Aide	\$5.53-\$5.91*	\$5.87-\$6.27
Registered Nursing Assistant	\$6.13-\$6.62*	\$6.51-\$7.03
Ambulance Senior Attendant	\$7.78-\$8.37*	\$8.30-\$8.89

*Rates reflect reduction in hours of work.

Probationary period is 45 (60) days of work. Also applies to part-time employees. Maximum rate for Housekeeping Aide is reached after 1 year and for Registered Nursing Assistant and Ambulance Senior Attendant after 2 years.

Hours of Work:	Effective December 31, 1979, 7 1/2 (8) hours per day and 75 (80) hours in a 2 week period.
Shift Premium:	Effective December 13, 1979, 0-\$1.85-\$1.85 (0-\$1.65-\$1.65) per shift, or 24.7¢ per hour.
Acting Pay:	From time of assignment, if for a period in excess of one-half of a shift (previously after 2 days). When classification is outside the bargaining unit, \$2.50 (\$1.75) per shift from time of assignment, of over one-half of a shift (3 days).
Overtime Pay:	Time and one-half after 7 1/2 (8) hours per day or 150 (160) hours in a 4 week period.
Standby Pay:	\$1.00 per hour (unchanged). Payable for each hour of the shift even if called into work.
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks (new) after 20 years.
Bereavement Leave:	Legal guardian, grandchildren and grand-parents are added for up to 3 days' paid leave.
Paid Leave for Negotiations:	Paid leave for a maximum of 7 members of the Union Negotiating Committee for all participating hospitals, when attending central negotiating meetings. Unpaid leave when attending arbitration hearings (new).
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (80%) of premium costs. <u>Extended Health Care</u> - Employer pays 75% (50%) of premium costs. <u>Dental Plan (new)</u> - Employer pays 50% of premium costs for Blue Cross Dental Plan No. 7 or its equivalent. Payments are based on the 1979 Ontario Dental Association fee schedule.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited Research Company at Chalk River - *Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC): A 22-month renewal agreement effective from June 1, 1980 to March 31, 1982, covering 402 employees, settled at the bargaining stage and ratified in May, 1980. Duration of negotiations - 6 weeks.

*Previously Local 9-896, Oil, Chemical and Atomic Workers and part of Atomic Energy Allied Council.

Wages:	Effective	<u>June 1/80</u>	<u>Jan. 1/81</u>
	Average Increases	8.65%	2%
	Labourer/Janitor	\$6.76 (\$6.22)	\$6.90
	Process Operator	\$9.17 (\$8.44)	\$9.38
	Effective	<u>July 1/81</u>	<u>Jan. 1/82</u>
	Average Increases	8%	2%
	Labourer/Janitor	\$7.45	\$7.58
	Process Operator	\$10.15	\$10.40

Previous rates reflect a 2% wage adjustment made in August, 1979.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-27¢-35¢ (0-25¢-32¢). Effective April 1, 1981, 0-30¢-38¢.
Saturday and Sunday Premium:	30¢ (new) per hour for regularly scheduled Saturday work plus evening or night shift differentials, where applicable. Effective April 1, 1981, 40¢. 95¢ (90¢) per hour for regularly scheduled Sunday work plus evening or night shift differentials, where applicable. Effective April 1, 1981, \$1.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective April 1, 1980, 17 days after 11 (12 1/2) years' service, 18 days after 12 (13) years, 20 days after 13 (13 1/2) years, 21 days after 17 (19) years, 22 days after 20 (21) years, 23 days after 22 (23) years, 24 days after 24 (25) years, 25 days after 27 years (unchanged) and 26 days after 29 years (unchanged). Also 2 weeks after 1 year and 3 weeks after 3 years (unchanged). Effective April 1, 1981, 17 days after 9 years, 18 days after 10 years, 20 days after 12 years, 21 days after 15 years, 22 days after 18 years, 23 days after 21 years, and 27 days (new) after 31 years.
Bereavement Leave:	Grandchild is added for 1 day's paid leave.

Health and
Welfare:

Life Insurance - Effective April 1, 1981, employer pays 75% (60%) of premium costs.

Weekly Indemnity - Employer pays 100% (80%) of premium costs.

Hospital-Medical - Employer contributes \$42 (\$40) per month for family coverage and \$21 (\$20) for single coverage for OHIP and the Blue Cross Extended Health Care Plan including semi-private hospital coverage. Effective April 1, 1981, \$44 and \$22, respectively.

Sickness Supplement - Effective April 1, 1981, 100% (75%) of normal straight time hourly earnings to a maximum of 3 days per year.

Long Term Disability (new) - To be implemented upon sufficient enrollment. Employer pays 50% of premium costs.

Dental Plan (new) - Effective July 1, 1980, employer pays 100% of premium costs for a basic plan.

Retirement
Compensation:

For an employee who retires on immediate unreduced pension, 60% (unchanged) of a week's pay for each completed year of service - minimum \$170 (\$160) per year of service. Effective April 1, 1981, 75% to a maximum of 30 weeks.

CONSTRUCTION

Metropolitan Toronto Road Builders' Association - Local 183, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.): A 23-month renewal agreement effective from June 2, 1980 to April 30, 1982, covering 550 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 3 months. Previous agreement expired April 30, 1980.

Wages:

Effective	June 2/80	Oct. 1/80
Increases	50¢	Labourers - 29¢ Teamsters - 36¢
Additional Adjustments	Some new classifi- cations	
Labourer (Local 183)	\$9.56 (\$9.06)	\$9.85
Truck Driver (Local 230)	\$9.76 (\$9.26)	\$10.12
Pipelayer (Local 183)	\$10.01 (\$9.51)	\$10.30
Effective	Apr. 1/81	Oct. 1/81
Increases	50¢	28¢
Labourer (Local 183)	\$10.35	\$10.63

	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
Truck Driver (Local 230)	\$10.62	\$10.90
Pipelayer (Local 183)	\$10.80	\$11.08
Shift Premium:	0-40¢-40¢ (0-35¢-35¢). Effective April 1, 1981, 0-45¢-45¢.	
Vacation Pay:	Effective April 1, 1981, 10% (9%).	
Benefit Fund:	Employer contributes 65¢ (60¢) per hour worked. Effective April 1, 1981, 70¢.	
Pension Plan:	<u>Labourers</u> - Effective October 1, 1980, employer contributes 20¢ (10¢) per hour worked.	
Clothing Allowance:	Employee is reimbursed up to a maximum of \$100 (\$85) for loss of clothing due to fire on the employer's premises.	
Mileage Allowance:	18¢ (12¢) per road kilometre.	
Room and Board Allowance:	\$20 (\$15) per day to a maximum of \$100 (\$75) per week. Effective April 1, 1981, \$22.50 per day to a maximum of \$112.50 per week.	
Travelling Allowance:	\$6 (\$4) per day.	

Negotiations in Progress during June 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Food and P Stores, province-wide	Food and Commercial Workers (AFL-CIO/CLC)	5,435	B
Witibi Paper Co. Ltd., (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.)	Carpenters (AFL-CIO/CLC) (woods empls.)	1,450	B
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	500	MED/WS
Atomic Energy of Canada Ltd. (Commercial Products), Ottawa	Energy and Chemical Workers (AFL-CIO/CLC)	250	B
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650	B
Food Stores Drug Stores Canada Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	B
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Front County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	B
Burlington Carpet Mills, Brampton	Labourers (AFL-CIO/CLC)	450	MED/WS
Canada Packers Poultry, Div. of Div. of Canada Packers Ltd., Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	300	CO
Canada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	1,275	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	205	PCB
Canadian Appliance Manufacturing Co. Ltd., Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	680	B
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385	B
Canadian Shipbuilding and Engineering Ltd., (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	860	CO
Canadian Standards Assn., Toronto	CUPE (CLC)	300	CO
Iron Ltd., Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	MED/WS
Fronton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Fronton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	615	CO
Chateau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	255	B
Connaught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	B
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	800	B
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	650	B
Dare Foods Ltd. Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	230	MED
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC)	600	B
Dominion Stores Ltd., northern Ontario and Sault Ste. Marie	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	750	B
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	450	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,150	CO
Dominion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part-time empls.)	10,300	B
Domtar Inc., Cornwall, St. Catharines, and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	237	B
Durham Board of Education	CUPE (CLC)	350	PCB
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	MED
Durham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	463	B
Eastern Provincial Airways, province-wide	Machinists (AFL-CIO/CLC)	252	CO
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
mco Ltd., London	Steelworkers (AFL-CIO/CLC)	290	B
ssex County Board of Education, Leamington	Ont. Secondary School Teachers' Fed. (Ind.)	530	B
ssex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
tobicoke Borough Corp. (Recreation Section)	CUPE (CLC) (part-time empls.)	250	MED
xolon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (AFL-CIO/CLC)	234	MED
iberglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	384	B
rontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
rontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
eneral Tire of Canada Ltd.	Rubber Workers (AFL-CIO/CLC)	610	B
lendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
overnment of Canada, (Treasury Board)**	Professional Institute (PIPS) (Ind.) (meteorology group)	231	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	390	B
reat Lakes Paper Co. Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	CO
reat Lakes Paper Co. Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,300	B
alton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
alton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	375	B
amilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
arding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	233	B
astings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
astings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
awker Siddeley Canada Ltd. (Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	WS

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'l Stag
John T. Hepburn Ltd., Toronto and Mississauga	Steelworkers (AFL-CIO/CLC)	240	PCB
Houdaille Industries of Canada Ltd., Oshawa	Auto Workers (CLC)	232	B
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	350	MED
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260	B
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	780	B
Johns-Manville Canada Inc. (Port Union Plant), Toronto	Energy and Chemical Workers (AFL-CIO/CLC)	200	WS
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	275	B
Kimberly-Clark of Canada Ltd., Etobicoke	Cdn. Paperworkers	480	CO
Kimberly-Clark of Canada Ltd., Long Lac	Carpenters (AFL-CIO/CLC) (woods empls.)	830	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
Kroehler Manufacturing Co. Ltd. (Plant 5), Stratford	Upholsterers (AFL-CIO/CLC)	288	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	ARB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Employees Union (NUPGE) (CLC)	3,500	MED
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	685	B

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Blaws Ltd., Westfair Foods Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
London City Board of Education	CUPE (CLC)	400	CO
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	B
Messey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	5,300	B
Mt. St. Ignace Mines Ltd. (Mine and Plant Operations), Ignace	Steelworkers (AFL-CIO/CLC)	300	CO
Northern Ontario News Co.-Western Ontario Distributors Ltd., Barrie, London and Toronto	Teamsters (Ind.)	300	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A clerical, Unit B garage and Unit C parking control officers, cadets and matrons)	1,180	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	B
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	250	CO
Montclair Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Nagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	248	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York Public Library Board	CUPE (CLC) (clerical and maintenance empls.)	290	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B(R)

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Ontario General Contractors Assn., Reinforced Steel Institute and Industrial Contractors Assn. of Canada	Structural Iron Workers (AFL-CIO/CLC)	2,700	MED
Ontario Government	OPSEU (NUPGE) (CLC) (general opera- tional services category)	4,660	ARB
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,300	MED
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ARB
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	ARB
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	ARB
Ontario Housing Corp., province- wide	CUPE (CLC) (office and maintenance empls.)	1,035	ARB
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empl.)	685	ARB
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	MED
The Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremens Assn. (AFL-CIO/CLC)	900	CO
Otis Elevator, Hamilton	Steelworkers (AFL-CIO/CLC)	500	MED
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empl.)	12,000	B
Ottawa Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC) (residential)	300	CO
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Penmans Division of Dominion Textile Ltd., Brantford	Clothing and Textile Workers (AFL- CIO/CLC)	450	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365	B

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	B
North York Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers, Carpenters, Plumbers and Painters (AFL-CIO/CLC)	380	MED
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Queen's University, Kingston	CLC Directly Chartered	305	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Rea Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	800	CO
Rea Limited (Manufacturing Div.), Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	200	CO
Reed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	825	B
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	910	CO
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	CO
St. Joseph's Hospital, London	Service Employees (AFL-CIO/CLC)	400	PCB
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	CO
St. Mary Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	395	B
St. Mary Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	382	B
St. Mary Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	340	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	B
M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	2,100	B
Star Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	312	CO

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	600	B
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,420	CO
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	5,000	B
Steinberg Inc. (Miracle Food Mart Div.) Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC)	515	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	B
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers (AFL-CIO/CLC)	1,000	PMB
Thunder Bay Construction Assn., General Contractors Div.	Carpenters (AFL-CIO/CLC)	600	B
Toronto Area School Boards	Ont. Secondary School Teachers' Fed. (Ind.)	3,635	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	B
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	1,000	B
Toronto Construction Assn.	Structural Iron Workers (AFL-CIO/CLC) (residential)	200	B
Toronto Dress and Sportswear Manufacturers Guild (Dress and Sportswear Divs.), Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	23,164	B
United-Carr, Div. of TRW Canada Ltd., Brantford	Employees' Assn. (Ind.)	509	B
University of Western Ontario Board of Governors, Physical Plant Department, London	CUPE (CLC)	340	CO
University of Windsor	Service Employees (AFL-CIO/CLC)	288	CO
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	212	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	360	B
Westeel-Rosco Ltd. (Atlantic Ave., Belfield Road, and Medulla Ave., Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	315	CO

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	PCB
Windsor Western Hospital Centre (IODE Unit)	CUPE (CLC)	200	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	PCB
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950	B
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	WS
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
Canadian Broadcasting Corporation, Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corporation Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	4,700	B
IP Containers, Que. and Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	850	B
P Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
P Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
J.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB

*Federal jurisdiction

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	870	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,550	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	AR
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	AR
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	AR
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) (production empls.)	880	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	PCB
Windsor Western Hospital Centre (IODE Unit)	CUPE (CLC)	200	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	PCB
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950	B
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Price Inc., Nfld., Que. and Ont.	Cdn. Paperworkers (CLC)	5,700	WS
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
Canadian Broadcasting Corporation, Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	B
Canadian Broadcasting Corporation, Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corporation Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	4,700	B
IP Containers, Que. and Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	850	B
P Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
P Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB

*Federal jurisdiction

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	870	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,550	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	AR
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	48,870	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	AR
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	AR
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) (production empls.)	880	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B

** Federal jurisdiction

Negotiations in Progress during June 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in July 1980

Employer and Location	Union	No. Emp.
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Office Employees (AFL-CIO/CLC)	2
Atomic Energy Research Co. (Nuclear Laboratories), Chalk River	CLC Directly Chartered (technicians, technologists and draftsmen empls.)	4
Canada Safeway, Intercity	Food and Commercial Workers (AFL-CIO/CLC) (full-time empls.)	4
Canada Safeway, Intercity	Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	5
Canadian Broadcasting Corp., province-wide	Broadcast Employees (NABET) (CLC) (technical unit)	8
Canadian Pacific Air Lines Ltd. (Flight Attendant Services Department), province-wide	Air Line Flight Attendants (CLC)	3
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	1
Dominion Stores Ltd., Intercity	Steelworkers (AFL-CIO/CLC)	6
Imperial Tobacco Ltd/Ltee (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	7
Mattabi Mines Ltd. (Mine and Plant Operations), Ignace	Steelworkers (AFL-CIO/CLC)	3
National Research Council of Canada, Ottawa	Research Council Employees' Assn. (Ind.)	7
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	5
RCA Ltd. (Manufacturing Div.), Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	2
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	2,1
A.G. Simpson Company Ltd., Toronto	Simpson Plant Council (Ind.)	3
Steinbergs Inc. (Miracle Mart Div.), Central and Western Ontario	Food and Commercial Workers (AFL-CIO/CLC)	5
Toronto Dress and Sportswear Manufacturers Guild (Dress and Sportswear Divs.)	Ladies' Garment Workers (AFL-CIO/CLC)	1,2
Treasury Board of Canada, province-wide	Postmasters Assn. (revenue postal operations group)	3,2
Treasury Board of Canada, province-wide	Professional Institute (PIPS) (Ind.) (biological sciences group)	3

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in July 1980

Employer and Location	Union	No. of Empls.
Treasury Board of Canada, province-wide	PIPS (Ind.) (defence scientific service group)	450
Treasury Board of Canada, province-wide	Public Service Alliance (PSAC) (CLC) (heating, power and stationary plant operation group)	600

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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
July 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

August 29, 1980

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Highlights

Pulp and Paper Industry Settlements. The Canadian Paperworkers Union (CPU) and Abitibi-Price Inc. concluded in July a two-year settlement which possibly will set the pattern for the Eastern Canadian pulp and paper industry in 1980 negotiations. The settlement covered 6,200 newsprint workers at the company's 13 mills in Ontario, Quebec and Newfoundland and was expected to serve as a guide for negotiations at 30 other paper companies employing about 34,000 CPU members in some 200 bargaining units whose contract expired on April 30, 1980. The union's original bargaining program called for a two-year pact with hourly wage increases of about 17 per cent in the first year, to produce wage parity with mills in British Columbia, and a further 6 per cent supplemented by a cost-of-living clause in the second year. It also included proposals for a variety of fringe benefits improvements, especially in the pension and job security areas. During the course of talks, the union revised its second year position, to match a 9.5 per cent wage increase won in a contract signed in May with Irving Pulp and Paper in St. John, N.B.

At that time negotiations concentrated on a settlement with Abitibi-Price, the world's largest newsprint producer, chosen by the union as the target for a precedent-setting contract. Abitibi-Price entered the negotiations proposing a four-year agreement, but eventually offered wage increases of 16.5 per cent in the first year, 10.5 per cent in two stages in the second and 8.5 per cent in the final year of a three-year accord. However, the union was not prepared to accept any settlement going beyond two years without an escalator clause. Additional differences over pensions and job security triggered work stoppages at 12 of the Abitibi-Price mills in the three provinces. The CPU members walked off the job over a 12-day period preceding the full shutdown of the company's operations on July 4. The strikes lasted between 29 and 35 days and idled about 15 per cent of Canada's newsprint production capacity.

The dispute finally was resolved in mediation with the acceptance of a contract package which generally matched the CPU agreement with Irving Pulp and Paper. The Abitibi-CPU pact, approved by 88.5 per cent of members voting, provided a general wage increase of \$1.37 (or 17 per cent on the hourly base rate of \$7.89) retroactive to May 1, 1980 and an additional 9.5 per cent, with a minimum of 90 cents, a year later. It also included a job evaluation scheme slotting about 70 per cent of workers into one of 31 graded classifications, as well as wage adjustments of 5 cents per hour plus 2 per cent for papermakers and of varying amounts for mechanical trades, both of which were applied prior to the initial general increase. The remainder of the total compensation increase, evaluated at about 33 per cent over two years, covered gains in areas such as shift premiums, paid vacations, jury duty, dental plan, health insurance, severance pay and pension benefits. The latter included a pension bridging supplement as an incentive for early retirement. Important changes also were made in clauses relating to job security and earnings protection for those affected by plant modernization and eventual job elimination due to technological advances.

Meanwhile, three Abitibi-Price operations in Quebec, along with four other mills, remained strike-bound by labour disputes involving about 5,000 members of unions affiliated with the Quebec-based Confederation of National Trade Unions (CNTU). In their separate negotiations, the CNTU rejected the CPU settlement as a basis for an agreement because it did not contain a COLA clause and sufficient job security guarantees.

The CPU agreement partially reduced the existing \$1.17 gap between wages of paperworkers in Eastern and Western Canada. Under the new terms, the common hourly base rate in the East increased to \$9.26 on May 1, 1980 as compared with \$9.96 provided in the West for the second contract year expiring in June 1981. The eastern base wage rate will rise to \$10.16 on May 1, 1981 and only during the last two months of the life of the western agreements will it exceed the base rate paid in the West (a difference of 20 cents).

The Abitibi-Price pact followed and roughly resembled strike-free settlements concluded earlier between the United Paperworkers International Union (UPIU) and three other paper companies operating in Ontario, including Kimberly-Clark of Canada in Terrace Bay, American Can Canada in Marathon and Boise Cascade Canada in Fort Frances and Kenora. The first two contracts, covering 1,200 UPIU members, were also of a two-year duration and increased the base wage rates in two stages by just under 25 per cent to \$9.96 per hour as of May 1, 1981. The Kimberly-Clark settlement covered an additional 40 members of the International Brotherhood of Electrical Workers (IBEW), who usually bargain together with the UPIU. The two companies, in addition to the wage increases, agreed to provide improvements in pension plans, long-term disability payments and paid vacations, including a new provision for a bonus of 4 hours' pay for each week of vacation taken between January and March. [See pp. 217-218 and 283-286 of the April and May 1980 issues of this report, respectively, for more details of the UPIU settlements].

A three-year Boise Cascade settlement, affecting 1,000 members of the UPIU and the International Union of Operating Engineers, provided in the first two years the same wage increases as accepted by their colleagues at the other two companies. At the start of the third year, the Boise Cascade workers will receive a further increase of \$1.00 per hour. It may be revised upward if other Eastern Canadian mills negotiate average general wage increases higher than \$1.00 for the 1982-83 portion of their future agreements. A similar offer was rejected, however, by 7 locals of four other unions representing the remaining Boise Cascade employees at the Fort Frances and Kenora operations. They insisted on a settlement based on the Abitibi-Price pattern, and also pledged not to sign agreements with Boise Cascade until all locals had settled, including Local 2693 of the Lumber and Sawmill Workers, which has been on strike since July 5, 1978. The number of loggers, who walked off the job to oppose the company's practice of selling its skidding units and switching to a piecework system, has dwindled from 400 at the beginning to about 60 at present. The possible united pressure on the company, however, was diffused first by the acceptance of new agreements by the UPIU units and later by members of the Lumber and Sawmill Workers employed in a sawmill in Kenora. Finally, the CPU, the Machinists and the IBEW units at the two locations also agreed to approve a two-year Boise Cascade offer matching the Abitibi-Price pattern.

The CPU-Abitibi settlement paved the way for the resumption of temporarily suspended negotiations on new agreements covering production maintenance, office and woodlands employees of the remaining pulp and paper companies operating east of the Manitoba border. Renewed bargaining sessions, involving the CPU and other unions representing smaller trade groups, were scheduled for early August at Canadian International Paper Company, CIP Containers, Domtar Fine Papers, E.B. Eddy Forest Products, Great Lakes Forest Products, Kimberly-Clark of Canada, Ontario Paper Company, and Spruce Falls Pulp and Paper Company. Negotiations were also about to commence between most of these companies and the Lumber and Sawmill locals of the Carpenters Union and the Office and Profession-

al Employees International Union, representing about 5,500 loggers, scalers and clerks employed at woodlands divisions in Northwestern Ontario. The new terms for these agreements, most of which are due on August 31, 1980, will probably parallel the industry pattern.

Shipbuilding Industry Settlements. A contract settlement between Canadian Shipbuilding and Engineering and the United Steelworkers of America (USWA) was approved by the parties in mid-July, assuring the essential stability over the next three years for the company's shipyard operation in Collingwood. Since 1976, the shipbuilding and repair firms have been operating well below capacity and have been plagued by a series of layoffs as the existing orders ran out and bidding for new ones was impeded by competition from shipyards in other maritime nations enjoying high subsidy levels. The increase in the Canadian Government's shipbuilding subsidy to 20 per cent in the spring of 1977 came too late to prevent shipyards layoffs and did not affect orders until late 1979, when plans to reduce the subsidy to 9 per cent were contemplated. The new orders placed in the interim by the shipowners and the extension of the higher subsidy for another six months, before it was dropped to 9 per cent in mid-1980, provided shipyards with additional work and enabled rehiring of most of the laid off workers.

Canadian Shipbuilding and Engineering won a series of contracts which filled its order books until the end of 1980. The orders ensured work for the next two years and allowed almost a doubling of the work force since the last USWA agreements for workers at the company's two shipyards at Collingwood and Thunder Bay were negotiated. Both agreements were of a two-year duration and expired on June 30, 1980.

The new three-year agreement at Collingwood covered 800 shipyard workers at the time of signing. It was reached in post conciliation bargaining and provided a general wage increase of \$1.00 per hour in the first year, followed by a minimum 10 per cent increase in each of the next two. In addition, a reinstated cost-of-living clause ensured that the latter two increases will match the rise in the CPI should the rise be greater than 10 per cent in each of the final two years of the contract. Other changes included reduced service requirements for vacation entitlements, increased life insurance benefits and higher meal, boot and safety gloves allowances. The parties also agreed to divert 9 cents from the general increases, due during the last two contract years, to finance the negotiated pension plan improvements.

At Port Arthur Shipyards, however, the USWA, negotiating on behalf of 365 plant workers, and a council of three unions, representing 25 skilled tradesmen, rejected a similar company offer and walked off the job on July 10. Renewed mediation efforts resulted in a series of improved offers, of which the third one was eventually accepted by the membership in early September. Among the improvements over and above the Collingwood contract was a premium of 25 cents per hour worked in the final three months of the 1981 and 1982 contract years which will be paid as a lump sum each July, one additional paid holiday, higher weekly indemnity benefits and increased employer payments to the cost of the existing pension plan.

The monetary terms of the two USWA shipyard contracts basically followed the pattern established earlier in an agreement between two other unions and Port Weller Dry Docks in St. Catharines, a Division of Upper Lakes Shipping. The 464 members of the Boilermakers and the International Brotherhood of Electrical Workers ratified the pattern-setting settlement ten days after their previous contract expired on May 28, 1980. [for details see p.389 of the June issue of this report].

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FOOD AND BEVERAGE

Canada Packers Poultry, Division of Canada Packers Limited at Walkerton - Local P 1105, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/80	Apr. 1/81
General Increases		68¢	68¢
Group A		\$6.87 (\$6.19)	\$7.55
Maintenance Mechanic A		\$7.79 (\$7.11)	\$8.47
Saturday Premium:	\$2.50 (\$1.50) per hour. Effective April 1, 1981, time and one-half hourly rate.		
Sunday Premium:	\$3 (\$2) per hour. Effective April 1, 1981, time and one-half hourly rate.		
Paid Vacation:	Effective April 1, 1981, 4 weeks after 12 (13) years' service, 5 weeks after 20 (22) years and 6 weeks (new) after 25 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits increase to \$142 (\$132) for Groups A and B and \$149 (\$137) for Groups C and D. Effective April 1, 1981, \$152 and \$161 respectively.		
	<u>Dental Plan (new)</u> - Effective January 1, 1981, employer pays 100% of premium costs for basic plan.		
Safety Footwear Allowance:	Effective April 1, 1981, \$25 (\$12) per year for employees with more than 9 months' seniority.		

Dare Foods (Biscuit Division) Limited at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 215 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/80	May 1/81
General Increases		60¢	50¢
General Labour		\$6.25 (\$5.65)	\$6.75
Machinist		\$8.39 (\$7.79)	\$8.89
Shift Premium:	Effective July 6, 1980, 0-20¢-23¢ (0-18¢-20¢).		

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 13 (14) years.

Health and Welfare: Life Insurance - Effective August 1, 1980, employer pays 100% of premium costs for a plan providing \$6,000 (\$2,000) coverage. Employee has the option to purchase a further \$9,000.

Weekly Indemnity - Effective May 1, 1981, employer contribution is \$10 (\$7.50) per month.

Dental Plan (new) - Effective September 1, 1980, employer pays 50% of premium costs for basic preventative plan. Payments are based on the 1979 Ontario Dental Association fee schedule.

Meal Allowance: \$3.50 (\$3.00) after 10 hours.

Safety Shoe Allowance: \$30 (\$20) per year.

Tool Allowance: \$50 (\$40) annually. Effective May 1, 1981, \$60 per year.

TEXTILE

Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd. at Cornwall - Local 779, Clothing and Textile Workers (AFL-CIO/CLC) (650 employees): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 4/80	May 3/81
General Increases		15%	80¢
Yard Labourer		\$6.43 (\$5.59)	\$7.23
Utility Operator (days)		\$6.51 (\$5.66)	\$7.31
Electrician (days)		\$8.35 (\$7.26)	\$9.15

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-13¢-22¢ (0-13¢-19¢). Effective May 1, 1981, 0-16¢-22¢.

Call-Back Pay: Double time (time and one-half) for maintenance employees called in between 12 midnight and 4 a.m. for a minimum of 2 hours' work.

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 14 (15) years' service and 5 weeks after 24 (25) years. Also 2 weeks after 1 year and 3 weeks after 7 years (unchanged). Effective May 1, 1981, 4 weeks after 13 years and 5 weeks after 23 years.

Health and
Welfare:

Life Insurance - Effective May 1, 1981, \$5,500 (\$4,500) coverage for employees with over 3 months but less than 3 years' service and \$9,000 (\$7,000) for employees with more than 3 years' service.

Extended Health Care - Effective May 1, 1981, deductibles reduced to \$10/\$20 (\$25/\$50).

Effective May 1, 1981, an employee living outside Ontario, who shows evidence of insurance comparable to OHIP, will be paid an amount equal to Company OHIP cost, in lieu of OHIP.

Pension Plan:

Effective May 1, 1980, unit benefit rate increased to \$5 (\$4.75). Effective May 1, 1981 to \$5.25.

Burlington Carpet Mills Canada Limited at Brampton - Local 183, Labourers (AFL-CIO/CLC): A 30-month first agreement effective from July 10, 1980 to December 31, 1982, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:

Effective	<u>July 10/80</u>	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
General Increases	4%	9%	10%
Waste Cutter (Saw)	\$5.45 (\$5.24)	\$5.94	\$6.53
Millwright	\$9.24 (\$8.89)	\$10.07	\$11.08

Health and
Welfare:

Life Insurance and Weekly Indemnity - Effective January 1, 1981, employer pays 75% (60%) of premium costs. Effective August 1, 1981, 85%. Effective January 1, 1982, 100%.

Major Medical - Effective November 1, 1980, employer pays 100% (70%) of premium costs for a plan with \$15 single and \$25 family deductible. (Previously, deductible of \$25/\$50.).

Dental Plan (new) - Effective November 1, 1980, employer pays 100% of premium costs. Payments are based on the 1979 Ontario Dental Association fee schedule.

KNITTING MILLS

Penman's Division of Dominion Textile Inc. at Brantford and Paris - Locals 1967 and 1851, Clothing and Textile Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from July 1, 1980 to June 30, 1983, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:

Effective	<u>July 1/80</u>	<u>July 1/81</u>	<u>July 1/82</u>
General Increases	45¢	40¢	40¢

	<u>July 1/80</u>	<u>July 1/81</u>	<u>July 1/82</u>
Special Adjustments	5¢ for Maintenance Tradesmen, Knitting and Sewing Machine Mechanics, Sewing Machine Operators, Layup and Shapers, Lead Hands, Console Operators and all other Incentive Oper- ators.	5¢ for Knitting Machine Oper- ators and Dye Kettle Operators.	
Sewing Repairs (Brantford)	\$4.33 (\$3.88)	\$4.73	\$5.13
Stationary Engineer 3rd Class (Paris)	\$7.18 (\$6.73)	\$7.58	\$7.98

Cost of Living Allowance (new): Effective in the third year, 1¢ per 0.3 rise in the Consumer Price Index - 1971=100, above the June 1982 base. Triggers at 8.4%. Capped at 20¢.

Shift Premium: 0-15¢-20¢ (0-10¢-15¢), includes Operating Engineers (new).

Paid Holidays: Effective in the first year, 1 additional floating holiday between Christmas and New Years is added for a total of 12 days.

Paid Vacation: 3 weeks after 9 (10) years' service and 4 weeks after 18 (25) years.

Vacation Pay: 6% (5%) after 5 years' service, 7% (6%) after 10 years, 8% (7%) after 15 years, 9.5% (9%) after 20 years and 10% (new) after 25 years.

Bereavement Leave: 5 (3) day's paid leave for spouse and child. 1 day's paid leave for grandchild (new).

FURNITURE AND FIXTURE

Sklar Furniture Limited (Peppler Division) at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from July 1, 1980 to June 30, 1982, covering 316 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/80</u>	<u>Jan. 1/81</u>
Increases:			
Plant		38¢	25¢
Office		6.7%	4.2%

	<u>July 1/80</u>	<u>Jan. 1/81</u>
<u>Plant</u>		
Grade 1 (includes Lumber Handler)	\$5.27-\$5.73 (\$4.89-\$5.35)	\$5.52-\$5.98
Grade 5 (includes Maintenance #5)	\$6.02-\$6.44 (\$5.64-\$6.06)	\$6.27-\$6.69

<u>Office</u>		
Grade A (Production Control Clerk)	\$151.85 (\$142.32)	\$158.23
Grade F (Product Engineering Technician)	\$336.45 (\$315.32)	\$350.58
Effective	<u>July 1/81</u>	<u>Jan. 1/82</u>

Increases:		
Plant	40¢	33¢
Office	6.4%	5%

<u>Plant</u>		
Grades 1 (includes Lumber Handler)	\$5.92-\$6.38	\$6.25-\$6.71
Grade 5 (includes Maintenance #5)	\$6.67-\$7.09	\$7.00-\$7.42

<u>Office</u>		
Grade A (Production Control Clerk)	\$168.35	\$176.77
Grade F (Product Engineering Technician)	\$373.02	\$391.67

Probationary period is 30 working days. Maximum rates for plant employees are reached after 18 months.

Hours of Work: Effective July 1, 1981, 41 1/4 (42 1/2) hours per week for plant employees. Effective April 1, 1982, 40 hours.

Shift Premium: 0-20¢-20¢ (0-18¢-18¢).

Health and Welfare: Dental Plan (new) - Effective January 1, 1982, employer pays 50% of premium costs for a basic plan, for employees with 1 year of service. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Employer contributes 17¢ (14¢) per compensable hour per employee with over 90 days' service.

Safety Shoe Allowance: Employer contributes \$10 per year. (Previously, \$2 per pair.)

PAPER AND ALLIED

Abitibi-Price Inc., formerly Abitibi Paper Company Ltd., Abitibi-Price Fine Papers, formerly Abitibi-Provincial Paper, a Division of Abitibi Paper Company Ltd., La Compagnie Price Limitee, La Compagnie Gaspesia Ltee, and Price (Nfld.) Pulp and Paper Ltd., covering operations in Ontario, Quebec and Newfoundland - Nineteen locals, Canadian Paperworkers Union (CLC) (6,200 mill employees): 24-month renewal agreements effective from May 1, 1980 to April 30, 1982*, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

*The current Stephenville, Nfld. collective agreement will continue to operate in accordance with its present terms until the earlier of December 31, 1980, or the date on which the mill becomes fully operational.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
General Increases		\$1.37	9.5%, minimum 90¢
Adjustments (see note below)			
<u>Wage Rates**</u>			
Yard Labourer (Common base rate)		\$9.26 (\$7.89)	\$10.16
Tradesman Class "A" - All locals except Thorold		\$11.84 (\$10.09)	\$12.96

Adjustments

Trades (except Thorold) - Effective May 1, 1980, Journeyman A rate increased from \$10.09 to Journeyman A+ rate of \$10.25, thereby eliminating the latter classification; then a further adjustment of 22¢ prior to the general increase.

Trades (Thorold) - Effective May 1, 1980, a 38¢ adjustment to Journeyman A rates prior to the general increase.

Other Adjustments - The differential for any "mechanical" classifications above Journeyman A will be maintained. The Painter A classification will be granted an adjustment equal to the difference between \$10.47 and the April 30, 1980 Journeyman "A" rate at each mill. Various other local adjustments.

**Except for base rate and Journeyman "A" rate, wage rates vary from mill to mill.

Papermakers Wage Scale Adjustment - Effective May 1, 1980, 5¢ per hour plus 2%, prior to general increase.

Job Evaluation - Affects all classifications except trades and paperworkers. Implementation date varies according to mill location.

- Hours of Work: 40 or 42 per week (unchanged).
- Shift Premium: Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.
- Paid Holidays: Varies by mill. Most mills have combination of statutory holidays, floating holidays, and 8 to 16 hours of holiday pay. (All unchanged.)
- Paid Vacation: Effective January 1, 1980 (except Thorold - effective May 1, 1980), 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged).
- Effective January 1, 1981 (except Thorold - effective May 1, 1981), 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 years.
- Supplementary Vacation (unchanged) - For employees with 25 years of service - 1 additional week at age 60, 2 at age 61, 3 at age 62, 4 at age 63, and 5 at age 64.
- Jury Duty: Subpoenaed and Crown Witness added to the current provisions. Employer makes up difference between fees received and regular straight time earnings. Change affects 2 locals.
- Health and Welfare: Health Insurance - Employer pays 100% of prevailing provincial premiums where applicable - e.g., OHIP. (Previously, employer paid a specified monthly amount of \$19 single and \$38 family where applicable.)
- Extended Health Care Plan - Effective August 1, 1980, the employer will pay the prevailing premium costs up to the rates in effect to April 30, 1982. (Previously, employer paid \$1.35 per month for single coverage and \$4.65 for family coverage.) Up to \$1,000 of the \$10,000 maximum lifetime benefit previously utilized will be restored each January 1, (new). Coverage under the EHC Plan is to be extended to employees at Chandler, Grand Falls, Stephenville, and Botwood.
- Long Term Disability - Maximum of \$1,300 (\$800) per month. Change affects employees commencing weekly indemnity on or after August 1, 1980.
- Dental Plan - Effective September 1, 1980, payments to be based on the 1979 (1978) dental association fee schedule. Coverage extended to employees at Chandler, Kenogami, Grand Falls, Botwood and Stephenville.
- Insurance at Kenogami - Employer contributes \$5.31 per month single and \$18.28 family (\$1/\$2) towards the cost of health care plans.
- Pension Plan: Abitibi Locals
- Benefit improvement for employees on staff May 2, 1980 - A compounded increase of 25% and 6% in the amount of pension accrued during the period January 1, 1978 to December 31, 1979.

Benefit improvement for employees retiring at normal retirement date during the period June 1, 1980 to May 1, 1982 - 20% in the amount of pension accrued.

Bridging supplement for early retirements on or after May 2, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Price Locals

Supplementary benefit for normal retirements during this agreement - 20% (10%) of accrued benefits.

Bridging supplement for early retirements on or after May 1, 1980 - \$11 (9) per month per year of service to a maximum of 30 years.

Severance Pay: 2% (1 1/2%) of an employee's total earnings for his last full period of service without interruption due to lack of work. Change applies to 12 locals.

Job Security: To minimize the effects of a reduction in manpower needs at 2 mills as a result of modernization, the employer will seek reductions through attrition where possible. In this regard the union has agreed that all future employees will be temporary hires. Other options are to be explored. Affects 4 locals.

Automation/
Rate
Protection: If set back to a lower paid job due to job elimination as a result of technological change, employee will have old rate maintained for 6 (3) months. Thereafter a midway rate will be in effect for a further 6 (3) months. Requires 1 year of seniority for eligibility.

MACHINERY

Otis Elevator Company Limited at Hamilton - Local 7062, Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from March 29, 1980 to March 28, 1983, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar.29/80</u>	<u>Mar.29/81</u>	<u>Mar.29/82</u>
General Increases		10.5% plus 10¢	6%	45¢
COLA Fold-in		17¢		
Labourer		\$6.76-\$6.84 (\$5.87-\$5.95)	\$7.17-\$7.25	\$7.62-\$7.70
Electronics Repairman		\$9.16-\$9.46 (\$8.05-\$8.32)	\$9.71-\$10.03	\$10.16-\$10.48

Probationary period is 60 worked days. Maximum rates are reached after two 6-month increases and a merit increase.

Cost of Living Allowance: Effective in the second year, 1¢ per 0.4 increase in the Consumer Price Index - 1971=100. To be paid semi-annually. Capped at 22¢ each time. Total maximum 44¢ per year. To be folded into wages March 29, 1982 and 1983. (Previously, 1¢ per 0.5 increase in the CPI - 1971=100. Capped at 20¢. Paid as an add-on.)

Shift Premium: 0-22¢-25¢ (0-20¢-23¢).

Paid Vacation: Effective March 29, 1981, 4 weeks after 12 (14) years' service and 5 weeks after 23 (25) years. Effective March 28, 1982, 5 weeks after 22 years.

Health and Welfare: Weekly Indemnity - Effective January 1, 1981, benefit increases to UIC maximum. (Previously, 66 2/3% of insured earnings to a maximum of \$174.)

Long Term Disability - Effective August 1, 1981, benefit increases to \$500 (\$400) per month.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective March 29, 1981, \$12. Effective March 29, 1982, \$13.

Supplementary Benefit (new) - \$5 per month per year of service. Effective March 29, 1981, \$7. Effective March 29, 1982, \$9.

Safety Shoe Allowance: Employer pays \$25 (\$20) per pair per year for regular safety shoes and \$35 per pair per year for metatarsal shoes. Effective in the second year, \$35 and \$45, respectively. Effective in the third year, \$40 and \$55.

TRANSPORTATION EQUIPMENT

Collingwood Shipyards, Division of Canadian Shipbuilding and Engineering Ltd. at Collingwood - Local 6320, Steelworkers (AFL-CIO/CLC) (800 employees): A 36-month renewal agreement effective from July 1, 1980 to June 30, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>	<u>July 1/82</u>
General Increases	\$1		10%* less 4¢	10%* less 5¢
Labourer	\$7.35 (\$6.35)		\$8.05	\$8.80
Tradesman Class "A"	\$8.83 (\$7.83)		\$9.67	\$10.59

Cost of Living Allowance: *Increases for these dates will equal the rise in the Consumer Price Index - 1971=100, occurring in the previous 12-month period, if greater than 10%. (Previous COLA clause was considered dormant.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 (unchanged).

Paid Vacation: Effective July 1, 1981, 3 weeks at 6.36% plus \$25 per week of vacation after 5 (7) years' service and 4 weeks at 8.64% plus \$30 per week of vacation after 10 (12) years. Also, for service less than 24 months, vacation pay of 4.16% plus \$2 per month of service. For 2 years of service, 2 weeks at 4.16% plus \$25 per week of vacation. For 20 or more years, 5 weeks at 11% plus \$30 per week of vacation. 5th week of vacation is optional. Bonus is paid only when 5th week is taken. (All unchanged.)

Health and Welfare: Life Insurance and A.D.& D. - \$15,000 (\$10,000) coverage.

Pension Plan: 4¢ is to be diverted from the July 1, 1981 general wage increase and 5¢ from the July 1, 1982 increase for Pension Plan improvements.

Boot Allowance: \$40 (\$20) per year.

Meal Allowance: For out of town work in the Georgian Bay area - \$5 (\$3) breakfast, \$6 (\$4) lunch and \$7 (\$5) dinner.

Safety Gloves Allowance (new): \$20 per year.

ELECTRICAL PRODUCTS

RCA Limited at Prescott - Local 523, Electrical Workers (IUE) (AFL-CIO/CLC): A 36-month renewal agreement effective from July 15, 1980 to July 14, 1983, covering 200 employees settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	<u>Effective</u>	<u>July 15/80</u>	<u>Feb. 1/81</u>
COLA Fold-in		27¢	
General Increases		52¢	10¢
Skilled Trades Adjustments		10¢ for Labour Grade 14; 20¢ for Labour Grade 15	
Additional Adjustment		Maintenance Mechanic reclassified to Grade 12 (11)	
Tester-Inspector, Production Labour Grade 7		\$5.88-\$6.05 (\$5.09-\$5.26)	\$5.98-\$6.15
Electrician Labour Grade 15		\$7.38-\$7.63 (\$6.39-\$6.64)	\$7.48-\$7.73
	<u>Effective</u>	<u>July 15/81</u>	<u>July 15/82</u>
General Increases		26¢	28¢

	<u>July 15/81</u>	<u>July 15/82</u>
Skilled Trades Adjustments	10¢ for Labour Grades 14; 20¢ for Labour Grades 15	10¢ for Labour Grades 14; 20¢ for Labour Grades 15
Tester-Inspector, Production Labour Grade 7	\$6.24-\$6.41	\$6.52-\$6.69
Electrician Labour Grade 15	\$7.74-\$7.99	\$8.02-\$8.27

Probationary period is 2 months. Maximum rates are reached after four 3-month increases.

Cost of Living Allowance:	Effective in November, 1981, 1¢ for each 0.34 increase in the Consumer Price Index - 1971=100. To be adjusted quarterly and folded into rates July 15, 1982 and July 14, 1983. (Basic formula is unchanged.)
Paid Holidays:	Easter Monday is added for a total of 12 days.
Paid Vacation:	5 weeks after 24 (25) years' service. Effective in 1981, 4 weeks after 13 (14) years.
Health and Welfare:	<u>Dental Plan (new)</u> - Effective January 1, 1981, employer pays 100% of premium costs. Coverage is limited to \$500 per person. 100% coverage for diagnostic, basic, preventative and restorative services. 50% co-insurance for services related to plates or dentures. Payments are based on the 1980 Ontario Dental Association fee schedule.

RCA Limited at Midland - Local 532, Electrical Workers (IUE) (AFL-CIO/CLC) (850 plant employees): A 36-month renewal agreement effective from May 30, 1980 to May 29, 1983, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 30/80</u>	<u>Nov. 29/80</u>	<u>May 29/81</u>	<u>May 29/82</u>
COLA Fold-in		25¢			Accumulat- ed Float
General Increases		8.5% - min- imum 50¢ per hour	10¢	4%	4%
Janitor II		\$5.54-\$5.77 (\$4.79-\$5.02)	\$5.64-\$5.87	\$5.87-\$6.10	\$6.10-\$6.34
Labourer		\$6.42-\$6.66 (\$5.67-\$5.89)	\$6.52-\$6.76	\$6.78-\$7.03	\$7.05-\$7.31
Tradesman		\$8.32-\$4.63 (\$7.42-\$7.70)	\$8.42-\$8.73	\$8.76-\$9.08	\$9.11-\$9.44

Cost of Living Allowance:	1¢ per 0.34 change in the Consumer Price Index - 1971=100, occurring in the quarter prior to each of the 6 adjustment periods: Sept. 1981, Dec. 1981, March 1982, Sept. 1982, Dec. 1982 and March 1983. Amounts generated prior to May 29, 1982 will be folded in on that date. (Previous formula similar except provided for only 2 adjustments.)
Hours of Work:	40 per week (unchanged).
Paid Holidays:	1 day used during Christmas week is added for a total of 12 days.
Paid Vacation:	Effective July 1981, 4 weeks after 13 (14) years' service. Also, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).
Health and Welfare:	<u>Weekly Indemnity</u> - Continues to follow U.I.C. maximum. Payable on a 1-1-8-26 basis. <u>Dental Plan (new)</u> - Effective January 1, 1981 with coverage limited to \$500 per person. 100% coverage for diagnostic, basic, preventative and restorative services. 50% co-insurance for services related to plates or dentures. Payments are based on the 1980 Ontario Dental Association fee schedule.
Prescription Safety Glasses:	\$20 (\$15).
Safety Shoe Allowance:	\$20 (\$15).
Tool Allowance:	\$60 (\$50) per year.

NON-METALLIC MINERAL PRODUCTS

Johns-Manville Canada Incorporated, Port Union Plant, formerly Canadian Johns-Manville Company Limited at Toronto - Local 26, Energy and Chemical Workers (CLC): An 18-month renewal agreement effective from April 9, 1980 to October 8, 1981, covering 225 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 24/80</u>	<u>Oct. 13/80</u>	<u>April 9/81</u>
General Increases		8.3%	1.7%	5%
General Worker		\$6.09 (\$5.54)	\$6.21	\$6.58
Toolmaker		\$8.41 (\$7.68)	\$8.57	\$9.05

Settlement Pay: \$100 to employees on payroll as of May 1, 1980.

Cost of Living Provision: The \$1.09 float from the 1976-1977 agreement continues.
Provision is inoperative during the term of this agreement.

Health and Welfare: Weekly Indemnity - Effective August 1, 1980, benefits of \$150 (\$130) per week. Payable, as previously, on a 1-8-26 basis.

Pension Plan: Effective August 1, 1980, \$8 (\$7.50) per month per year of service. Effective April 1, 1981, \$8.50 per month.

Canada Sand Papers Limited at Plattsville - Local 12, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from April 23, 1980 to April 23, 1982, covering 205 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 23/80</u>	<u>Apr. 23/81</u>
	General Increases	55¢	65¢
	Bench and Misc. Work Operator	\$6.015-\$6.325 (\$5.465-\$5.775)	\$6.665-\$6.975
	Maintenance Man 1st Class	\$7.665-\$7.975 (\$7.115-\$7.425)	\$8.315-\$8.625
	Probationary period is 60 days. Maximum rates are reached after 6 months.		

Shift Premium: 0-28¢-31¢ (0-26¢-29¢). Effective April 23, 1981, 0-30¢-33¢.

"Resin Run"
Premium: 30¢ (25¢) per hour.

Paid Holidays: Effective April 27, 1981, 1 additional day is added for a total of 12 days.

Health and Welfare: Weekly Indemnity - Benefits of \$150-\$170 (\$140-\$160) weekly depending on salary. Payable on a 1-4-26 basis. Effective April 23, 1981, benefits increase to \$160-\$180.

Dental Plan (new) - Effective January 1, 1981, employer pays 50% of premium costs for a preventative plan.

Pension Plan: \$11.50 (\$10) per month per year of service. Effective April 23, 1981, \$12.50 per month.

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 302 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/80</u>	<u>Jan. 1/81</u>
	General Increases	9%	1 1/2% non-compounded

	<u>July 1/80</u>	<u>Jan. 1/81</u>
Additional Adjustments	Time increment adjustments	
Labourer	\$6.45-\$6.70 (\$5.80-\$6.15)	\$6.55-\$6.80
Electronic Technician	\$8.50-\$9.40 (\$7.63-\$8.30)	\$8.60-\$9.50
Effective	<u>July 1/81</u>	<u>Jan. 1/82</u>
General Increases	9% non-compounded	1 1/2% non-compounded
Labourer	\$7.10-\$7.35	\$7.18-\$7.43
Electronic Technician	\$9.23-\$10.13	\$9.33-\$10.23

Probationary period is 12 weeks. Maximum rate for Labourer is reached after 6 months. Maximum rate for Electronic Technician is reached on merit.

Shift Premium: 0-30¢-30¢ (0-28¢-28¢). Effective July 1, 1981, 0-35¢-35¢.

Paid Holidays: One floating day is added for a total of 12 days.

Meal Allowance: \$3.50 (\$3.00). Effective July 1, 1981, \$4.00.

Tool Allowance: \$75 (\$45) per contract year for Maintenance employees.

MISCELLANEOUS MANUFACTURING

Westclox Canada Limited at Peterborough - Local 570, Electrical Workers (IUE)
(AFL-CIO/CLC): A 24-month renewal agreement effective from April 23, 1980 to April 22, 1982, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 20/80</u>	<u>Apr. 19/81</u>	<u>Oct. 18/81</u>
	General Increases	9 1/4%	40¢	10¢
	Additional Adjustments	9% for Toolmaker 1, 8% for Toolmaker 2, 10¢ for Mntce Machinists, Electricians and set up empls.	40¢ for Toolmaker 1, 30¢ for Toolmaker 2, 10¢ for Mntce Machinists, Elec- tricians and set up empls.	
	Job Grade 1 (includes Assembler)	\$4.94-\$5.06 (\$4.52-\$4.63)	\$5.34-\$5.46	\$5.44-\$5.56

	<u>Apr. 20/80</u>	<u>Apr. 19/81</u>	<u>Oct. 18/81</u>
Toolmaker 1	\$10.05 (\$8.44)	\$10.85	\$10.95

Maximum rate for Assembler is reached upon completion of the 3 month probationary period.

Lead Hand Premium: 30¢ (25¢) per hour. Effective April 19, 1981, 35¢ per hour.

Paid Vacation: 6 weeks after 33 (35) years' service. Effective April 19, 1981, 5 weeks after 24 (25) years.

Health and Welfare: Life Insurance - \$6,000 (\$4,000) coverage for employee without dependents and \$12,000 (\$8,000) for employee with dependents.

Major Medical - Effective July 1, 1981, deductible of \$10/\$20 eliminated replaced by \$1 deductible per prescription.

Dental Plan (new) - Effective April 19, 1981, employer pays 100% of premium costs for basic plan. Payments are based on the 1980 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Maximum \$12 (\$8) per month per year of service.

Supplementary Pension - Applicable to earnings in excess of \$11,700 (previously Years Maximum Pensionable Earnings).

Early Retirement - At age 60 (62) years actuarial reduction cut in half.

Woodbridge Foam Corporation, formerly Monsanto Canada Limited at Woodbridge - Local 1438, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>
General Increases		50¢	40¢
Class "C" (includes Packer)		\$6.53 (\$6.03)	\$6.93
Craftsman "AA" (Electrician/ Electronics)		\$8.82 (\$8.32)	\$9.22

Cost of Living Allowance (new): Effective July 1, 1981, 1¢ per 0.5 rise in the Consumer Price Index - 1971=100, using February 1981 as the base Index month. To be adjusted quarterly.

Shift Premium: 0-25¢-30¢ (0-21¢-25¢). Effective July 1, 1981, 0-26¢-31¢.

Paid Holidays: Easter Monday has been added for a total of 12 days.

Health and
Welfare:

Life Insurance - \$8,000 (\$7,500) coverage. Effective July 1, 1981, \$10,000.

Dental Plan (new) - Effective September 15, 1980, employer pays 100% of premium costs for a basic plan, for employees with 1 year of service. Payments are based on the 1980 Ontario Dental Association fee schedule. Effective July 1, 1981, endodontic, periodontic and denture repair coverage is added for employees with 1 year of service.

Clothing
Allowance
(new):

Effective in November 1980, employer contributes \$20 per year for employees with 1 year's service. Effective in November 1981, \$25.

Meal
Allowance:

\$3.50 (\$3.25). Effective July 1, 1981, \$3.75.

Safety Shoe
Allowance:

Employer contributes \$30 (\$25) per year.

Tool
Allowance:
(new):

Employer contributes \$75 per year to skilled tradesmen with 1 year's service.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from April 1, 1980 to March 31, 1982, covering 300 employees settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	Increases	9.5%-10.3% for Inside employees 10%-10.3% for Outside employees.	8%
	<u>Outside Employees</u>		
	Group 8 (includes Labourer)	\$7.84-\$9.23 (\$7.13-\$8.39)	\$8.47-\$9.97
	Group 3 (includes Const. Mtce. Lineman Journeyman)	\$11.77 (\$10.67)	\$12.71
	Group 1 (includes Technical Draftsman)	\$12.62-\$13.05 (\$11.44-\$11.83)	\$13.63-\$14.09

Probationary period is 6 months. Maximum rates for Labourer and Technical Draftsman are reached after 12 months.

	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
<u>Inside Employees</u>		
<u>35 Hour Week Employees</u>		
Group I (File Clerk)	\$193.97-\$277.08 (\$177.14-\$253.04)	\$209.49-\$299.25
Group 11 (Programmer Analyst)	\$453.33-\$481.79 (\$411.00-\$436.80)	\$489.60-\$520.33
<u>40 Hour Week Employees</u>		
Group 6 (Engineering Techn- ician 2nd Grade)	\$510.18-\$556.47 (\$462.54-\$504.51)	\$550.99-\$600.99
Probationary period is 6 months. Maximum rates are reached after 3 years.		
Cost of Living Provision:	Inoperative.	
Shift Premium:	0-35¢-40¢ (0-32¢-37¢)	
Paid Vacation:	5 weeks after 18 (20) years' service and 6 weeks after 26 (28) years.	
Health and Welfare:	<u>Dental Plan</u> - Effective April 1, 1981, coverage is extended to include maintenance of dentures.	
	<u>Vision Care (new)</u> - Effective April 1, 1981, \$40 maximum annually for employee and dependants.	
Safety Shoe Allowance:	Group "B" \$25 (\$20) maximum annually. Group "A" \$50 (\$45).	
RETAIL TRADE		
<u>Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Ontario Liquor Boards Employees' Union (NUPGE) (CLC) (3,500 employees): A</u> 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, settled with mediation assistance. Duration of negotiations - 4 months.		
Wages:	Effective	<u>July 1/80</u>
	General Increases (Full-time and Part-time Employees)*	<u>Jan. 1/81</u> 4% non-compounded
	<u>Annual Rates</u>	
	Clerk Grade 1 (Clerical Division)	\$9,491-\$10,282 (\$8,788-\$ 9,520)
		\$9,843-\$10,663

	<u>July 1/80</u>	<u>Jan. 1/81</u>
Liquor Store Clerk Grade 2	\$14,464-\$15,737 (\$13,393-\$14,571)	\$15,000-\$16,320
Liquor Licence Inspector Grade 2	\$19,250-\$22,709 (\$17,824-\$21,027)	\$19,963-\$23,550
Effective	<u>July 1/81</u>	<u>Jan. 1/82</u>
Clerk Grade 1 (Clerical Division)	\$10,532-\$11,409	\$10,926-\$11,836
Liquor Store Clerk Grade 2	\$16,050-\$17,462	\$16,650-\$18,115
Liquor Licence Inspector Grade 2	\$21,360-\$25,199	\$22,159-\$26,141

Adjustments - Prior to the application of the general increase for July 1, 1980, the wage progressions for Liquor Store Clerk Grade 3 and Warehouseman Grade 4 are to be extended by 1 step.

*Temporary employees will receive an average of approximately 14% in the first year and 11% in the second. Sample rates follow:

	<u>July 1/80</u>	<u>July 1/81</u>
Clerk/Typist Grade 1	\$4.00 (\$3.52)	\$4.45
Stores**	\$5.40 (\$4.68)	\$6.00

**Additional 50¢ per hour premium if working on cash (new).

Hours of Work:	Office employees - 36 1/4 per week; warehouse employees - 37 1/2; store employees and licence inspectors - 40 (all unchanged).
Temporary Re-assignment Premium:	For employees temporarily re-assigned to a higher classification 60¢ for each hour worked, payable after 2 continuous working days in the higher classification. (\$4 per day payable after 5 continuous days.)
Paid Holidays:	11 (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 20 years with 1 additional week for the 25th year. Also 1 additional week in the year preceding retirement for employees who are 65 and have completed 25 years' service. (All unchanged.)
Adoption Leave (new):	Up to 12 weeks without pay and without accumulation of credits. Eligibility - 1 year of service.
Bereavement Leave:	Grandchild and ward or guardian are added for 3 days' paid leave.

Health and Welfare:	<u>Dental Plan</u> - Continues to follow the current Ontario Dental Association fee schedules.
Clothing Allowance:	\$200 (\$150) per year for Liquor Licence Inspectors (Previously, by letter of understanding.)
Meal Allowance:	\$3 (\$2.50) after 2 (3) or more hours of overtime.
Office Allowance:	\$45 (\$40) per month for Liquor Licence Inspector (Previously, by letter of understanding.)
Safety Boot Allowance:	Temporary employees working in designated areas are reimbursed cost after 1,000 hours worked.

EDUCATION AND RELATED SERVICES

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982,* covering 400 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

*Salary grid, allowances and Grievance Procedure can be re-opened for the 1981-82 contract year, if either party gives notice to bargain.

Wages:	Effective	Sept. 1/80 to Aug. 31/81
	Average Increase	8.5%
	Teacher Category D 0-6 years	\$11,432-\$15,900 (\$10,536-\$14,654)
	Teacher Category A1 0-10 years	\$14,795-\$25,892 (\$13,595-\$12,887)
	Teacher Category A4 0-12 years	\$17,260-\$32,055 (\$15,860-\$29,551)

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, above the August 1980 base. Triggered at 8%. Capped at 12%. (Previous COLA was inoperative.)

Responsibility Allowance: Principal - \$7,062 (\$6,662).
Vice Principal - \$3,531 (\$3,331).
Principal's Assistant - \$562 (\$530).
Co-ordinator - \$5,324 (\$5,035).
Consultant - \$3,531 (\$3,331)

A qualified teacher placed in an acting position of added responsibility receives an allowance proportional to time spent (new).

Education Allowance: Doctorate, \$850 (\$700). Masters \$725 (\$600) annually.

Lambton County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 36-month renewal agreement effective from September 1, 1979 to August 31, 1982, settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Dec. 1/79</u>	<u>June 1/80</u>
	Increases (Teachers' Grid)	7.63%	\$200 per year to the maximum of Cat. 4. Other steps - .69%	\$300 per year to the maximum of Cat. 4. Other steps - 1.0091%
		<u>Sept. 1/80</u>	<u>Dec. 1/80</u>	<u>June 1/81</u>
		7.49% on Sept. 1/79 rates. Then the Dec. 1/79 and June 1/80 increases are restored	\$200 per year to the maximum of Cat. 4. Other steps - .62%	\$360 per year to the maximum of Cat. 4. Other steps - 1.11%
		<u>Sept. 1/81</u>		
		8%		

Annual Rates - For convenience, salary examples are shown for September 1st only of each year.

Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Teacher - Category 1 0-11 years	\$13,560-\$23,180 (\$12,600-\$21,540)	\$14,810-\$25,314	\$16,272-\$27,814
Teacher - Category IV 0-12 years	\$16,470-\$29,530 (\$15,300-\$27,440)	\$17,980-\$32,240	\$19,755-\$35,424

Principal Grid - 2 (4) years to top of progression.

Sept. 1, 1979 - \$37,950-\$40,750 (\$33,850-\$37,800)

Dec. 1, 1979 - increased by \$200

June 1, 1980 - increased by a further \$300

Sept. 1, 1980 - \$41,040-\$44,040

Dec. 1, 1980 - increased by \$200

June 1, 1981 - increased by a further \$360.

Vice-Principal Grid - 2 (3) years to top of progression.

Sept. 1, 1979 - \$33,150-\$35,350 (\$30,200-\$33,400)

Dec. 1, 1979 - increased by \$200

June 1, 1980 - increased by a further \$300

Sept. 1, 1980 - \$35,840-\$38,640

Dec. 1, 1980 - increased by \$200

June 1, 1981 - increased by a further \$360.

Above rates for principals and vice-principals are augmented by \$550 (unchanged) if holder of a Master of Education Degree.

Third Year of Agreement - Effective September 1, 1981, principals and vice-principals are to receive the same increases as given to Teachers Category IV.

Cost of Living Allowance (new): Effective during the third year, 1% of annual salary for each 1% rise in the Consumer Price Index - 1971=100, above 8%. Calculated and paid monthly. Maximum adjustment limited to 2%. Folded into rates at end of the year.

Responsibility Allowances:	Sept. 1/79	Sept. 1/80
Director	\$2,500 (\$2,400)	\$2,600
Major Head	\$2,300 (\$2,200)	\$2,400
Minor Head	\$1,300 (\$1,200)	\$1,300
Assistant Head	\$1,200 (\$1,100)	\$1,200
Chairman	\$1,900 (\$1,800)	\$1,950
Assistant Chairman	\$950 (\$900)	\$950
Senior Teacher	\$1,200 (\$1,100)	\$1,200

Health and Welfare: OHIP, Major Medical (Drug) and Dental Plan - Effective September 1, 1980, employer pays 80% (75%) of premium costs.

Dental Plan - Effective December 1, 1980, payments to be based on the 1979 (1977) Ontario Dental Association fee schedule. Effective September 1, 1981 the 1980 O.D.A. fee schedule.

Professional Development: At least one of the Professional Activity Days will be used for union purposes (new).

Union Leave: One special leave of up to one years' duration for the purpose of conducting union business. Salary and benefits paid to teacher on this leave will be reimbursed by the union. (Previously, union executive was allowed up to 5 days' leave per year for union business.)

Negotiation Leave (new): 20 days' paid leave for each of 5 union negotiators.

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) (510 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/80	Sept. 1/81
General Increases		8.5%	7.5%
Teacher - Category D 2-8 years		\$13,047-\$17,525 (\$12,025-\$16,152)	\$14,025-\$18,839
Teacher - Category A1 0-10 years		\$14,326-\$24,304 (\$13,204-\$22,400)	\$15,400-\$26,127
Teacher - Category A4 0-10 years		\$17,397-\$31,979 (\$16,034-\$29,474)	\$18,702-\$34,377

Cost of Living Allowance (new): Triggers if the Consumer Price Index exceeds the July 1, 1981 base by more than 7.5%. Pays 75% of 1/10% of gross salary for each 1/10% rise in the CPI beyond the trigger point. Capped at 1.5% of gross annual salary. Paid in a lump sum at the end of the agreement.

Responsibility Allowances: Principal - 43% of Category A1 minimum (unchanged).
 Co-ordinator - 43% of Category A1 minimum (unchanged).
 Vice-Principal - 45% of Principal's allowance (unchanged).
 Department Head - Sept. 1, 1981
 Major - \$2,000 (\$1,800)
 Minor - \$1,350 (\$1,200)
 Assistant - \$450 (\$400)
 Teacher Responsible Allowance (for teachers designated to take over during absence of a principal) - \$650 (\$600). Effective September 1, 1981, \$700.

Transportation Allowance: 24¢ (22¢) per mile. Effective September 1, 1981, 25¢.

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 12-month renewal agreement effective from July 1, 1980 to June 30, 1981, covering 305 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/80</u>
	General Increase	11%
	Maid	\$4.65 (\$4.19)
	Tradesman	\$9.39 (\$8.46)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢)

Sunday Premium: \$1.50 (\$1.00).

Paid Vacation: 4 weeks after 10 years' service (unchanged). 21 days after 16 years, 22 days after 17 years, 23 days after 18 years and 24 days after 19 years (new).

HEALTH AND WELFARE SERVICES

Northwestern General Hospital at Toronto - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 240 employees settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Full-time</u> (monthly rates)		
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,398-\$1,612 (\$1,307-\$1,507)	\$1,490-\$1,718
<u>Part-time</u> (tour rates)		
Regular Registered Nurse 0-1400 tours	\$62.77-\$72.60** (\$58.61-\$67.84)	\$66.92-\$77.35**

Previous rates reflect a rollback by the Anti-Inflation Board.

*Special Start Rate - \$1,273 (\$1,115) per month for Registered Nurses' hired with less than 1 year of clinical experience. Effective October 1, 1979, \$1,357 per month.

**Exclusive of pay in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective in 1980, the second Monday in February replaces the floating holiday for a total of 11 days (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for a plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) add-on in lieu of fringe benefits. Effective October 1, 1979, 12%.

Scarborough General Hospital - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980 covering 574 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Effective		
Increases	approx. 7%	approx. 7% non-compounded

<u>Full-time</u> (monthly rates)		
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Assistant Head Nurse 0-7 years	\$1,435-\$1,661 (\$1,341.50-\$1,552.50)	\$1,529-\$1,770
<u>Part-time</u> (tour rates)		
Registered Nurse 0-1400 tours	\$62.77-\$72.60** (\$58.62-\$67.85)	\$66.92-\$77.35**

*Special Start Rates - Registered Nurse's hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357.

Previous full-time experience with the employer is credited up to Level 6 (5) on the salary schedule.

**Exclusive of add-on in lieu of fringe benefits.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.
Standby Pay:	Pro rata deduction is eliminated.
Cancellation Pay (new) (Part-time):	Effective July 4, 1980, minimum of 3 hours' pay if less than 16 hours' notice given.
Holiday Pay (Part-time):	Time and one-half for 11 (9) days.
Paid Holidays:	Easter Monday and Remembrance Day are added for part-time employees, for a total of 11 days. The second Monday in February replaces the floating holiday, for full-time employees, for a total of 11 days.
Paid Vacation:	Effective in 1980, vacation entitlement is based upon combined service in the full-time and part-time bargaining units (new).
Vacation Pay:	4% up to 200 tours worked and 6% thereafter for part-time employees. (Previously, 4%.) 10% after 22 years' service, for full-time employees who work or receive paid leave for less than 1525 hours in the vacation year.
Bereavement Leave:	1 day's paid leave for mourning, where the employee is unable to attend the funeral and is scheduled to work (new).
Sick Leave (Full-time only):	HOODIP is payable from the first day of each illness. (Previously, from the third day of the fourth and subsequent illness.)
Health and Welfare:	<u>Extended Health Care (new)</u> - Effective July 1, 1980, employer pays 50% of premium costs. Deductibles of \$10 single and \$20 family.

Dental Plan (new) - Effective the first of the month following sufficient enrolment, employer pays 50% of premium costs for Blue Cross Dental Plan #7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%). Effective October 1, 1979, 12%.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Research Company at Chalk River - Local 404, Office Employees (AFL-CIO/CLC): A 23-month renewal agreement effective from August 1, 1980 to June 30, 1982, covering 287 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Aug. 1/81</u>
Average Increases		8.5%	8.5%
Range AC 2 (includes Switch-board Operator)		\$8,735-\$12,985 (\$8,055-\$11,965)	\$9,480-\$14,090
Range AC 8 (includes Purchasing Agent)		\$21,265-\$24,015 (\$19,600-\$21,785)	\$23,075-\$26,455

Previous rates reflect a 1 1/2% wage adjustment made in August, 1979.

Shift Premium: 0-\$2.20-\$2.80 (0-\$2.00-\$2.55) per shift. Effective August 1, 1981, 0-\$2.40-\$3.05.

Saturday Shift Premium (new): \$2.40 per shift. Effective August 1, 1981, \$3.20.

Sunday Shift Premium: \$7.60 (\$7.20) per shift. Effective August 1, 1981, \$8.00.

Overtime Pay: Time and one-half (unchanged) for each hour of overtime worked. Overtime in excess of 10 hours per week at double time (new).

Paid Vacation: Effective April 1, 1980, 16 days after 8 (9) years, 17 days after 9 (10) years, 18 days after 10 (11) years, 19 days after 11 (12) years and 20 days after 12 (13) years. Effective April 1, 1981, 21 days after 15 years' service, 22 days after 18 years, 23 days after 21 years, 24 days after 24 years and 27 days (new) after 31 years.

Health and Welfare: Life Insurance - Effective August 1, 1981, employer pays 75% (60%) of premium costs.

O.H.I.P., Extended Health Care and Semi-Private Hospitalization Plans - Employer pays \$42 (\$40) per month for family coverage and \$21 (\$20) per month for single coverage. Effective August 1, 1981, \$44 and \$22 respectively.

Dental Plan (new) - Employer pays 100% of premium costs for a basic dental plan.

Atomic Energy of Canada Limited, Research Company at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 26-month renewal agreement effective from August 1, 1980 to September 30, 1982, covering 507 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Apr. 1/81</u>
	Average Increases	8.5%	2%
	Range T2 (includes Design Detailer 2)	\$10,345-\$14,980 (\$9,530-\$13,805)	\$10,530-\$15,280
	Range T7 (includes Research/ Development Technologist 7)	\$26,660-\$29,700 (\$24,570-\$27,365)*	\$27,180-\$30,000

Effective	<u>Aug. 1/81</u>	<u>May 1/82</u>
Average Increases	8%	1.75%
Range T2 (includes Design Detailer 2)	\$11,375-\$16,505	\$11,590-\$16,790
Range T7 (includes Research/ Development Technol- ogist 7)	\$29,350-\$32,730	\$29,880-\$33,280

*Previous rates reflect a 2% wage adjustment made in August, 1979.

Shift Premium: 0-\$2.20-\$2.80 (0-\$2.00-\$2.55) per shift. Effective August, 1981, 0-\$2.40-\$3.05.

Saturday
Shift Premium:
(new): \$2.40 per shift. Effective August 1, 1981, \$3.20.

Sunday
Shift Premium: \$7.60 (\$7.20) per shift. Effective August 1, 1981, \$8.00.

Overtime Pay: Time and one-half (unchanged) for each hour of overtime worked. Overtime in excess of 10 hours per week at double time (new).

Paid Vacation: Effective April 1, 1980, 16 days after 8 (9) years' service, 17 days after 9 (10) years, 18 days after 10 (11) years, 19 days after 11 (12) years and 20 days after 12 (13) years.

Effective April 1, 1981, 21 days after 15 years' service, 22 days after 18 years, 23 days after 21 years, 24 days after 24 years and 27 days (new) after 31 years.

Health and
Welfare:

Life Insurance - Effective August 1, 1981, employer pays 75% (60%) of premium costs.

O.H.I.P., Extended Health Care and Semi-Private Hospitalization Plans - Employer pays \$42 (\$40) per month for family coverage and \$21 (\$20) per month for single coverage. Effective August 1, 1981, \$44 and \$22 respectively.

Dental Plan (new) - Employer pays 100% of premium costs for a basic dental plan.

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 75 (299), Hotel Employees (AFL-CIO/CLC) (750 employees): A 24-month renewal agreement effective from April 8, 1980 to April 7, 1982, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 8/80</u>	<u>Apr. 8/81</u>
	Increases*	approx. 7%-10%	approx. 7%-10%
	Adjustments	Various classifications brought up to prevailing area rates.	
	Waiter/Waitress	\$3.44 (\$3.20)	\$3.70
	Electrician	\$6.18 (\$5.62)	\$6.80

*The larger increases went to non-gratuity classifications.

Hours of Work: 40 per week (unchanged).

Paid Holidays: Effective in 1981, January 2 is added for a total of 11 days.

Paid Vacation: Effective in 1981, 3 weeks after 2 (5) years' service, 4 weeks after 13 (15) years and 5 weeks after 23 (25) years. Also, 2 weeks after 1 year (unchanged).

Health and
Welfare:

OHIP - Employer pays 75% of premium (unchanged). Effective after April 1980 should area hotels conclude a Master Hotel Agreement requiring a higher percentage to be paid by the employer, the higher amount will be adopted in this agreement.

Dental Plan (new) - Effective September 1, 1980, employer pays 100% of premium costs. Coverage to be more comprehensive than a basic, preventative plan.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (commerce group) (1,550 employees): A 6-month renewal agreement effective from July 3, 1980 to December 21, 1980, with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Dec. 24/79

Increases:

CO-1, CO-2	8%
CO-3	7.5%
CO-4	7%

Annual Rates

CO-1	\$20,336-\$27,055 (\$18,830-\$25,051)
CO-3	\$32,490-\$41,619 (\$30,223-\$38,715)
CO-4	\$37,095-\$45,124 (\$34,668-\$42,172)

Hours of Work: 37.5 per week (unchanged).

Acting Pay: Applies after 15 consecutive working days (previously 30 consecutive working days).

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 22 (25) years. Also 3 weeks after 1 year (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(administrative services group) (5,715 employees): A 6-month renewal agreement effective from July 9, 1980 to December 23, 1980 with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Dec. 24/79

Increases:

AS-1, 2, 3	9%
AS-4, 5, 6	8%
AS-7, 8	7%

Annual Rates

AS-1	\$17,549-\$20,321 (\$16,100-\$18,643)
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Dec. 24/79

AS-4	\$22,480-\$25,015 (\$20,815-\$23,162)
AS-8	\$34,026-\$41,516 (\$31,800-\$38,800)

Hours of Work: 37.5 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Overtime Pay: Level AS 6 is now included in overtime provisions (new).

Standby Pay: \$6 (\$5) for each 8-hour period on a regular working day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Bereavement Leave: On request, the Deputy Head of a department may, after considering the particular circumstances involved, grant leave with pay for a greater period than already provided (new).

Sick Leave: 5 (3) days' consecutive leave without a medical certificate; 10 (7) days uncertified leave per year.

Meal Allowance: \$4 (\$3.50) after 3 hours' overtime and \$3 (new) after 4 additional hours.

Penological Factor Allowance: Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(office equipment operations group) (660 employees): A 16-month renewal agreement effective from July 8, 1980 to November 8, 1981, with wages retroactive to November 12, 1979, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Nov. 12/79</u>	<u>Nov. 10/80</u>
	General Increases	9%	10%

Annual Rates

Duplicating Equipment
Operator Sub-Group

OE-DE0-1	\$9,236-\$11,296 (\$8,473-\$10,363)	\$10,160-\$12,426
OE-DE0-3	\$12,769-\$14,405 (\$11,715-\$13,216)	\$14,046-\$15,846

Nov. 12/79

Nov. 10/80

Microphotography
Equipment Operator
Sub-Group

OE-MEO-5

\$16,312-\$18,430
(\$14,965-\$16,908)

\$17,943-\$20,272

Hours of Work: 37.5 per week (unchanged).

Weekend Premium: 30¢ (25¢) per hour for regularly scheduled work on a Saturday or Sunday.

Standby Pay: \$5 (\$4) for each 8-hour period.

Bilingual Differential (new): \$800 per annum to employees who are in positions designated by the employer as requiring bilingual proficiency provided the employee possesses the required language skills.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service; also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Sick Leave: 5 (3) days casual sick leave without a medical certificate.

Meal Allowance: \$3.50 (\$3.25) after 3 hours' overtime.

Penological Factor Allowance: Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

Severance Pay: 1 week's pay for each complete year of continuous service up to a maximum of 27 weeks for an employee who has completed more than 1 year of continuous service and ceases to be employed by reason of rejection during a probationary period (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(purchasing and supply group) (1,505 employees): A 4-month renewal agreement effective from August 13, 1980 to December 21, 1980, with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 10 months.

Wages: Effective Dec. 24/79

Increases:

PG-1, 2, 3
PG-4, 5, 6

8.5%
7.5%

Annual Rates

PG-1 \$12,295-\$20,223
(\$11,332-\$18,639)

PG-3 \$22,612-\$25,640
(\$20,841-\$23,631)

Dec. 24/79

PG-6

\$35,614-\$39,693
(\$33,129-\$36,924)

- Hours of Work: 37.5 per week (unchanged). An employee has the right to select and request flexible hours between 7 a.m. and 6 p.m. and such a request shall not be unreasonably denied (new).
- Overtime Pay: On the first day of rest, time and one-half for the first 7 1/2 hours worked and double time thereafter (previously time and one-half for all hours worked).
- Paid Holidays: 11 (unchanged).
- Paid Vacation: 5 weeks after 22 (25) year's service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
- Bereavement Leave: On request, the Deputy Head of a department may, after considering the particular circumstances involved, grant leave with pay for a greater period than already provided (new).
- Severance Pay: 1 week's pay for each complete year of continuous service up to a maximum of 27 weeks for an employee who has completed more than 1 year of continuous service and ceases to be employed by reason of rejection during a probationary period (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees' Union (NUPGE) (CLC) (56,125 employees): A 24-month renewal agreement, covering working conditions and employee benefits*, effective from January 1, 1980 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 10 months.

*Previously separate agreements.

The following changes are effective on ratification, July 16, 1980, unless otherwise indicated.

- Hours of Work: 36 1/4 or 40 per week, depending on classification (unchanged).
- Shift Premium: 0-21¢-21¢ (0-16¢-16¢). Effective January 1, 1981, 0-22¢-22¢.
- Acting Pay: Qualification period 8 (10) days.
- Reporting Pay: Minimum of 2 hours' pay (new) for seasonal or part-time employees.
- Paid Holidays: 11 (unchanged).
- Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 21 (23) years. Also, 3 weeks after 1 year (unchanged). Effective January 1, 1981, 4 weeks after 11 years and 5 weeks after 20 years.
- Adoption Leave: 12 (6) weeks without pay.

Special and Compassionate Leave: No longer charged against sick leave credits (new).

Health and Welfare: Major Medical - Maximum payments increase. Out-of-province coverage is added (new).

Dental Plan - Effective following ratification, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1981, the 1980 O.D.A. fee schedule. 60%-40% (50%-50%) co-insurance.

Meal Allowance: \$3 (\$2.50).

Mileage Rates:	Effective Apr. 1/80	<u>Southern Ontario</u>	<u>Northern Ontario</u>
	0-4,000 km	17¢ (15¢)/km	17.5¢ (15.5¢)/km
	4,001-12,000 km	14¢ (12.5¢)/km	14.5¢ (13¢)/km
	12,001 or more km	11.5¢ (10¢)/km	12¢ (10.5¢)/km

Union Dues: All civil servants in the bargaining unit are required to pay the equivalent of union dues. (Previously, only employees appointed to the civil service on or after October 26, 1969 were required to pay dues.)

Ontario Government - Ontario Public Service Employees' Union (NUPGE) (CLC) (6,200 employees in the Institutional Care Category*): A 15-month renewal agreement effective from January 1, 1980 to March 31, 1981, settled by arbitration. Duration of negotiations - 11 months.

*The bargaining unit no longer includes Correctional Service employees.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
General Increases		60¢	2.25%
Adjustments			
Counsellors 1 & 3 (Residential Life)		1.7%	
Instructors 1 & 3 (Occupational)		1.7%	
Medical Assistant 1		1.7%	
Counsellor 2 (Residential Life)		3.7%	
Instructor 2 (Occupational)		3.7%	
Medical Assistant 2		3.7%	
Child Care Assistant 1 (Weekly Rate)		\$191.66 (\$167.66)	\$195.97
Counsellor 2 Residential Life		\$6.73-\$7.16 (\$5.89-\$6.30)	\$6.88-\$7.32
Psychiatric Nursing Assistant 2 (similar to RNA)		\$6.79-\$7.16 (\$6.19-\$6.56)	\$6.94-\$7.32
Ambulance Officer 4		\$8.36-\$8.89 (\$7.76-\$8.29)	\$8.55-\$9.09

Hours of Work: 36 1/4 or 40 per week (unchanged). Above classifications - 40 hours.

LOCAL ADMINISTRATION

Etobicoke Borough Corporation, Parks and Recreation Services Department, Recreation Section - Local 185, Canadian Union of Public Employees (CLC) (part-time employees): A 24-month renewal agreement effective from October 1, 1979 to September 30, 1981, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 1/79	Oct. 1/80
	Increases	25¢-40¢	25¢-35¢
	Locker Room Attendant	\$3.25 (\$3.00)	\$3.50
	Lifeguard/ Instructor 3	\$4.75 (\$4.35)	\$5.10

Reporting Pay: Minimum 2 (1) hours' pay at straight time.

Call-out Pay (new): Minimum 2 hours' pay at straight time.

Metropolitan Board of Commissioners of Police of Toronto - Police Association (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons) (1,180 employees): Three 12-month renewal agreements effective from January 1, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 6 months for Units B and C; 7 months for Unit A.

Wages:	Effective	Jan. 1/80	July 1/80
	General Increases*	9%	2%
	<u>Annual Rates</u>		
	<u>Unit A</u>		
	Class 2 (35 hours per week; includes Mail Clerk)	\$11,145 (\$10,231)	\$11,364
	Class 6 (35 hours per week; includes Senior Computer Operator)	\$15,182-\$17,101 (\$13,922-\$15,694)	\$15,493-\$17,448
	<u>Unit B</u>		
	Labourer (40 hours per week)	\$16,078 (\$14,741)	\$16,391

	<u>Jan. 1/80</u>	<u>July 1/80</u>
Senior Communications And Electronics Technician (40 hours per week)	\$22,592 (\$20,734)	\$23,052
<u>Unit C</u>		
Police Cadet (40 hours per week)	\$13,551-\$15,994 (\$12,424-\$14,679)	\$13,823-\$16,307
Parking Control Officer (40 hours per week)	\$14,992-\$16,516 (\$13,760-\$15,159)	\$15,284-\$16,850**

*Increases are applied against hourly rates.
**Sept. 9, 1980 - \$17,289.

Provisions reported below apply to all three agreements except where noted.

Hours of Work:	Unit A - 35 or 40 per week, depending on classification (unchanged). Effective July 29, 1980, Switchboard Operator and Senior Switchboard Operator - 40 (35) hours per week. Units B and C - 40 per week (unchanged).
Paid Holidays:	11 (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 9 years, 5 weeks after 17 years and 6 weeks after 25 years (all unchanged).
Court Attendance:	2 days off for each day or part thereof spent at court during vacation. In addition, up to 8 hours of travel time plus expenses for each day spent travelling to or from court when not staying at normal place of residence. (Previously, option of 1 day off for each day of vacation interruption or use of call-back provision.)
Marriage Leave:	Maximum 3 days with full pay. 1 day if marriage leave is contiguous to annual leave. (Previously, paid leave at the discretion of Unit Commander.)
Mileage Allowance:	17¢ (13¢) per kilometre.
Tool Allowance (Unit B):	Mechanic - \$121 (\$111.27) Serviceman - \$89 (\$81.60) Electrical Equipment Maintenance Man - \$89 (\$81.60) Communications & Electronics Technician - \$89 (\$81.60).

York Borough Corporation, Works Department and Parks and Recreation Department -
Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Sept. 15/80</u>
	General Increases	8%	2%
	Labourer (Ordinary)	\$7.32-\$7.59 (\$6.87-\$7.03)	\$7.47-\$7.74
	Mechanic	\$9.37 (\$8.68)	\$9.56

Maximum rate for Labourer is reached upon completion of the 3-month probationary period.

Paid Vacation: 3 weeks after 1 (2) year's service.

Meal Allowance: \$3.50 (\$3.25).

CONSTRUCTION

Thunder Bay Construction Association Incorporated (General Contractors' Division and Cement Finishers' Division)-Local 2693, Carpenters (AFL-CIO/CLC):
Two 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 7/80</u>	<u>May 1/81</u>
	General Increases	95¢	75¢
	Labourer	\$11.70 (\$10.75)	\$12.45
	Cement Finisher (Terrazzo Tilelayer)	\$12.50 (\$11.55)	\$13.25
	Operator-Pile Driver	\$12.80 (\$11.85)	\$13.55

Board Allowance: \$17 (\$16) per day. Effective May 1, 1981, \$18.

Commuting and Travelling Allowances: 27¢ (25¢) per 1.609 kilometres.

ADDENDUM

December 1979 Settlement

RETAIL TRADE

Sunnybrook Food Market (Keele) Limited, province-wide - Local 206, National Council of Canadian Labour (Ind.) (part-time clerks): A 24-month renewal agreement effective from December 10, 1979 to December 9, 1981, covering 300 employees, settled at the bargaining stage and ratified in December, 1979. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 10/79</u>	<u>June 1/80</u>
	General Increases	20¢	20¢
	Basic Wage (Students under 18)	\$2.80 (\$2.60)	\$3.00
	Basic Wage (Other Employees)	\$3.30 (\$3.10)	\$3.50
	Effective	<u>Dec. 1/80</u>	<u>June 1/81</u>
	General Increases	20¢	20¢
	Basic Wage (Students under 18)	\$3.20	\$3.40
	Basic Wage (Other Employees)	\$3.70	\$3.90

Christmas Bonus: \$15 per year after 12 months' service (unchanged). \$20 after 36 months and \$25 after 60 months (new).

Cashiers Shortage: Maximum of \$50 (\$25) on 2 occasions per calendar year.

February 1980 Settlement

AMUSEMENT AND RECREATION SERVICES

Toronto Commercial Film Producers Association - Local 873, Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1980 to February 13, 1982, covering 400 employees settled at the bargaining stage and ratified in February, 1980. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 14/80</u>	<u>Feb. 14/81</u>
	Increases	9.5%	Equal to the percentage increase in the Consumer Price Index - 1971=100, during the previous year, less 1%
	Craft Service	\$9.70 (\$8.86)	
	Electrician	\$12.10 (\$11.06)	
	Sound Mixer	\$17.30 (\$15.79)	
Meal Allowance:	\$4 (\$3) breakfast, \$8 (\$6) lunch and \$10 (\$8) supper.		
Travel Allowance:	\$70 (\$40) per day.		

May 1980 Settlements

METAL FABRICATING

Cambridge Brass, a Division of Waltec Inc., formerly Cambridge Brass Limited and Waltec Industries Limited at Cambridge - Locals 4045 and 4125, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 207 employees, settled with mediation assistance and ratified in May, 1980. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	General Increases	60¢	60¢
	Additional Adjustments	Inequity adjustments for the Dobbie plant.	
	Tester (Dobbie plant)	\$6.501 (\$5.76)	\$7.383
	Electrical Service Technician (Dundas plant)	\$9.135 (\$8.535)	\$9.735
Overtime Pay:	Double time after 10 overtime hours per week (new for Dobbie plant).		
Emergency Recall:	2 hours pay at double time (previously time and one-half for Dundas plant, new for Dobbie).		
Paid Vacation (Dundas plant):	3 weeks after 5 (6) years' service.		

Vacation Pay (Dobbie plant):	8% after 14 (16) years' service, 10% (new) after 23 years and 12% (new) after 30 years.
Bereavement Leave (Dobbie plant):	Grandfather, grandmother and grandchildren are added for up to 3 days' paid leave.
Health and Welfare:	Life Insurance for Retirees - \$2,000 (previously \$1,000 coverage for Dundas plant, new for Dobbie plant).
	<u>Dental Plan</u> - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.
Pension Plan:	Benefit is \$9.50 (\$7.50 for Dundas plant, \$6 for Dobbie plant) per month per year of future service.
Safety Shoe Allowance:	Employer pays \$80 (\$70) per year for metal pourers and furnace operators in the foundry and for all other employees, \$35 per year (previously \$25 per year for Dundas plant and \$15 per year for Dobbie plant).

NON-METALLIC MINERAL PRODUCTS

Canada Building Materials Ltd. and other Ready Mix companies in southwestern Ontario
- Locals 141, 230 and 879, Teamsters (Ind.): Thirty three
 24-month renewal agreements effective from April 1, 1980 to March 31, 1982 covering 1,000 employees, settled with mediation assistance and ratified in May, 1980. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 26/80</u>	<u>Nov. 1/80</u>
General Increases		40¢	30¢
Warehouseman		\$10.15 (\$9.75)	\$10.45
Ready-Mix Driver		\$10.25 (\$9.85)	\$10.55
Mechanic		\$10.65 (\$10.25)	\$10.95
Effective		<u>Apr. 1/81</u>	<u>Nov. 1/81</u>
General Increases		35¢	25¢
Warehouseman		\$10.80	\$11.05
Ready-Mix Driver		\$10.90	\$11.15
Mechanic		\$11.30	\$11.55

Hours of Work: Effective April 1, 1981, 40 (42 1/2) hours per week.

Shift Premiums:	Effective May 25, 1980, 20¢ (10¢) per hour on the night shift and 40¢ (25¢) per hour for maintenance mechanic.
Weekly Guarantee:	35 (40) times basic hourly rate for each scheduled work week.
Paid Holidays:	Effective in 1981, December 24th is added for a total of 11 days.
Vacation Pay:	10% (new) after 28 years' service. Effective in 1981, 10% after 25 years.
Health and Welfare:	Life Insurance and A.D.& D. - Effective June 1, 1980, \$18,000 (\$15,000) coverage. Effective April 1, 1981, \$20,000. Weekly Indemnity - Effective June 1, 1980, benefit increases to \$170 (\$160) per week. Effective April, 1, 1981, \$180. Dental Plan - Effective June 1, 1980, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.
Pension Plan:	Basic Benefit - Effective January 1, 1981, \$60 (\$50) per month per year of service. Effective January 1, 1982, \$70.
Safety Shoe Allowance:	\$25 (\$15) per year for maintenance employees.

EDUCATION AND RELATED SERVICES

York Borough Board of Education - Local 994, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 231 employees settled with mediation assistance and ratified in May, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Aug. 1/80</u>
	General Increases	7%	3%
	Matron	\$6.03-\$6.43 (\$5.64-\$6.01)	\$6.21-\$6.62
	Cleaner	\$7.02-\$7.43 (\$6.56-\$6.94)	\$7.23-\$7.65
	Plumber/Steamfitter	\$11.90 (\$11.12)	\$12.26
	Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	General Increases	7%	3%
	Matron	\$6.64-\$7.08	\$6.84-\$7.29
	Cleaner	\$7.74-\$8.19	\$8.01-\$8.48
	Plumber/Steamfitter	\$13.12	\$13.51

Maximum rate for Matron and Cleaner are reached upon completion of the 6-month probationary period.

Shift Premium: Effective May 1, 1980, 0-33¢-33¢ (0-28¢-28¢). Effective January 1, 1981, 0-35¢-35¢.

Paid Vacation: 26 days, (new) after 25 years' service, 27 days (new) after 26, years, 28 days (new) after 27 years, 29 days (new) after 28 years and 6 weeks after 29 (30) years.

Mileage Allowance: Effective in 1980, 22¢ per kilometre in addition to car allowance, for maintenance employees. (Previously, 19¢ per kilometre within Metropolitan Toronto). Effective in 1981, 25¢ per kilometre.

Safety Shoe Allowance: Employer contributes \$35 annually. (New for maintenance employees. Previously, \$35 for stockroom employees.)

Travel Allowance: \$1.50 for caretaker. (Previously, \$1.00 or the prevailing TTC fare, whichever was greater.)

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food service employees): A 12-month renewal agreement as the result of a wage reopener, effective from July 1, 1980 to June 30, 1981, covering 405 employees, settled at the bargaining stage and ratified in May, 1980. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>July 1/80</u>
	General Increase	9%
	Additional Adjustments	13¢ for Food Service Assistant; 10¢ for Custodian I
	Food Service Assistant	\$5.20 (\$4.65)
	Custodian I	\$6.61 (\$5.97)
	Baker	\$7.03 (\$6.45)
	Electrician	\$8.91 (\$8.17)

Paid Vacation: 5 weeks after 18 (20) years' service.

CONSTRUCTION

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 183, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.): A 23-month renewal agreement effective from May 26, 1980 to April 30, 1982, covering 1,500 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>May 26/80</u>	<u>Oct. 1/80</u>
	Increases	65¢ for Tunnel Work; 60¢ for Open-Cut Work;	30¢ for Tunnel Work; 20¢ for Open-Cut Work

Labourers, Local 183

Labourer (open cut)	\$9.86 (\$9.26)	\$10.06
Pipelaye (open cut)	\$10.46 (\$9.86)	\$10.66
Miner (tunnel work)	\$11.26 (\$10.61)	\$11.56

Teamsters, Local 230

Dump Truck Driver (open cut)	\$9.96 (\$9.36)	\$10.23
Float Driver (open cut)	\$10.31 (\$9.71)	\$10.58

Effective	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
Increases	55¢ for Tunnel Work; 50¢ for Open-Cut Work	37¢ for Tunnel Work; 27¢ for Open-Cut Work

Labourers, Local 183

Labourer (open cut)	\$10.56	\$10.83
Pipelaye (open cut)	\$11.16	\$11.43
Miner (tunnel work)	\$12.11	\$12.48

Teamsters, Local 230

Dump Truck Driver (open cut)	\$10.73	\$11.00
Float Driver (open cut)	\$11.08	\$11.35

Shift Premium: Teamsters, Open-Cut Work - 0-40¢-40¢ (0-30¢-30¢). Effective April 1, 1981, 0-50¢-50¢.

Teamsters, Tunnel Work - 0-\$1.10-\$1.10 (0-\$1.00-\$1.00). Effective October 1, 1980, 0-\$1.15-\$1.15. Effective April 1, 1981, 0-\$1.25-\$1.25.

Compressed Air Premium: Teamsters, Tunnel Work - \$12 (\$10) per shift for 1 to 14 pounds pressure, \$16 (\$14) per shift for 15 to 20 pounds and \$20 (\$17.50) per shift for 21 pounds.

Vacation Pay:	Effective April 1, 1981, 10% (9%).
Health and Welfare:	Employer contributes 65¢ per hour worked. Effective April 1, 1981, 70¢. (Previously, 62¢ for Labourers and 60¢ for Teamsters.)
Pension Plan:	Labourers - Effective October 1, 1980, employer contributes 20¢ (10¢) per hour worked.
Clothing Allowance:	Employee is reimbursed up to a maximum of \$100 (\$85) for loss of clothing due to fire on the employer's premises.
Mileage Allowance:	17¢ per road kilometre between a 50 to 100 kilometre radius. Effective May 1, 1981, 20¢. (Previously, 13¢ per road kilometre between a 40 to 80 kilometre radius.)
Out of Town Allowance:	Up to a maximum of \$25 (\$15) per day or a maximum of \$125 (\$75) per week.
Travelling Allowance:	\$7 (\$4) per day.

Toronto Heavy Construction Association (Heavy Construction and TTC Subway Agreement and Field Precast Manufacturing Operations) - Local 183, Labourers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 26, 1980 to April 30, 1982, covering 600 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 26/80</u>	<u>Nov. 1/80</u>
	Increases	70¢ for Tunnel Work; 60¢ for Heavy Construc- tion	35¢ for Tunnel Work and Field Precast Manufacturing; 30¢ for Heavy Construc- tion
	Additional Adjustments	Some new classifi- cations	
	General Labourer Yardman (new)	\$9.61	\$9.96
	Labourer (on surface)	\$10.89 (\$10.29)	\$11.19
	Welder (certi- fied in tunnel)	\$12.47 (\$11.77)	\$12.82
	Effective	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Increases	65¢ for Tunnel Work; 55¢ for Heavy Construc- tion and Field Precast Manufacturing	35¢ for Tunnel Work; 30¢ for Heavy Construc- tion and Field Precast Manufacturing
	General Labourer Yardman (new)	\$10.51	\$10.81

	<u>May 1/81</u>	<u>Nov. 1/81</u>
Labourer (on surface)	\$11.74	\$12.04
Welder (certi- fied) in tunnel	\$13.47	\$13.82
Hours of Work:	45 per week for Field Precast Manufacturing Operations (new).	
Overtime Pay:	Time and one-half after 9 hours from Monday to Friday and all work performed on Saturday, for Field Precast Manufacturing Operations (new).	
Shift Premium:	0-50¢-50¢ (0-35¢-35¢).	
Compressed Air Premium:	\$12 (\$11) per shift for 1 to 14 pounds pressure, \$16 (\$14) per shift for 15 to 20 pounds and \$20 (new) per shift for 21 pounds, plus \$1 per pound for each pound thereafter (new).	
Vacation Pay:	Effective May 1, 1981, 10% (9%).	
Health and Welfare:	Employer contributes 65¢ (62¢) per hour worked. Effective May 1, 1981, 70¢.	
Mileage Allowance (new):	17¢ per road kilometre in Zone 3. Effective May 1, 1981, 20¢.	
Out of Town Allowance (new):	Maximum of \$25 per day to a maximum of \$125 per week.	
Travelling Allowance:	\$6 (\$4) per day in Zone 2.	

Ontario Erectors Association - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO/CLC) (Commercial, Industrial and Institutional Construction): A 24-month renewal agreement effective May 1, 1980 to April 30, 1982, covering 5,000 employees, settled at the conciliation officer stage and ratified in May, 1980. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 12/80</u>	<u>May 1/81</u>
General Increases:			
Local 700		89¢	90¢
Local 721		98¢	85¢
Local 736 and 786		98¢	\$1.08
Local 759		32¢	\$1.08
Local 765		83¢	85¢
Journeyman Ironworker (Local 700)		\$12.30 (\$11.41)	\$13.20
Journeyman Ironworker (Local 759)		\$13.50 (\$13.18)	\$14.58

Health and Welfare: Effective May 12, 1980, employer contributes 90¢ per hour earned for all Locals (new for Local 759, previously 73¢ for all others) and \$1.80 (\$1.46) per hour for all overtime. Effective May 1, 1981, 95¢ and \$1.90 respectively.

Pension Fund: Effective May 12, 1980, for Locals 721, 736, 765 and 786, employer contributes \$1 per hour earned (unchanged). For Local 700, \$1.10 (\$1.00) and for Local 759, 20¢ (unchanged). Effective May 1, 1981, for Local 721 only, \$1.25 per hour earned. Double amounts for overtime hours for all Locals.

District Council Fund: Effective May 1, 1981, employer contributes 2¢ (1¢) per hour earned for all Locals.

Ironworkers Savings Plan: For Local 700 only, employer pays \$1 (unchanged) per hour earned and \$2 for all overtime hours. Effective May 1, 1981, \$1.20 and \$2.40 respectively.

Effective May 12, 1980 for Local 765, employer pays 50¢ (33¢) per hour earned and \$1 (66¢) for all overtime hours. Effective May 1, 1981, 75¢ and \$1.50 respectively.

Board Allowance: For Locals 700, 721, 736 and 765 allowance is as follows:
25-50 miles - \$12 (\$10) per day worked
*50-75 miles - \$15 (\$13) per day worked
*75-100 miles - \$20 (\$17) per day worked
*over 100 miles - \$24 (\$22) per day worked
Effective May 1, 1981, \$27.
*Also includes Local 786.

For Local 759 only, \$33 (\$28) per day worked. Effective May 1, 1981, \$35.

Commuting Allowance: For Locals 700 and 736, \$5.50 (\$4.50) per day for 15 to 25 miles. For Locals 721 and 765, \$4.50 (\$3.50) per day in Zone 3 and \$5.50 (\$4.50) per day in Zone 4.

For Local 786, \$5.50 (\$4.50) per day for 15 to 25 miles and \$12 (\$10) per day for 25 to 50 miles. For Local 759, 32¢ (25¢) per mile.

Mileage Allowance: For Local 759, 32¢ (25¢) per mile.
For all other Locals, 25¢ (20¢) per mile.

Tool and Clothing Insurance: Maximum coverage \$300 (\$250) per employee.

Camp Tool and Clothing Insurance: Maximum coverage \$450 (\$400) per employee.

June 1980 Settlements

CHEMICAL AND CHEMICAL PRODUCTS

Colgate-Palmolive Canada at Toronto - Local 809, Teamsters (Ind.): A 36-month renewal agreement effective from June 21, 1980 to June 20, 1983, covering 288 employees settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 2 months.

Wages:	Effective	June 21/80	June 21/81	June 21/82
General Increases		3.5%	3%	3%
COLA Fold-in		85¢		
Finisher		\$6.795 (\$5.715)	\$7.00	\$7.21
Stationary Engineer 2nd Class		\$10.775 (\$9.560)	\$11.10	\$11.435

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at 68¢ in the first contract year, 75¢ in the second and 82¢ in the third year. (1¢ per 0.4 point increase in the CPI - 1961=100. Capped at 85¢.)

Shift Premium: 0-3.5%-4.5% of average basic hourly rate (0-23¢-28¢).

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 21 years. Effective in 1981, 4 weeks after 10 years and 5 weeks after 20 years.

Health and Welfare: Long Term Disability (new): Employer pays 100% of premium costs for plan providing benefit after 260 days, of 60% of basic hourly rate. (Previously, part of Weekly Indemnity Plan. Benefits of 50% of days' pay after 260 days, for employees with 10 or more years' service.)

Safety Shoe Allowance: Maximum of \$40 (\$25) per year.

HEALTH AND WELFARE SERVICES

Tri-Town Nursing Home Limited at Haileybury and Kapuskasing, Sudbury Nursing Homes Limited, Cochrane Nursing Home Limited at Hearst and Timmins Nursing Home Limited - Locals 904, 1771 and 1182 Canadian Union of Public Employees (CLC): Five 24-month renewal agreements effective from June 1, 1978 to May 31, 1980, covering a total of 325 employees, settled by arbitration in June, 1980. Duration of negotiations - 2 years.

Wages:	Effective	<u>June 1/78</u>	<u>Oct. 12/78</u>	<u>Sept. 1/78</u>
	General Increases	7%		3%
	Additional Adjustments	13¢-14¢ for General Aid, Hearst and 15¢-24¢ for Nurses Aid, Hearst	53¢-85¢ for Kitchen employees in Sudbury	7¢ for General Aid and Nurses Aid, Hearst
	General Aids	\$4.13-\$4.54* (\$3.86-\$4.24)	\$4.13-\$4.54	\$4.25-\$4.68
	R.N.A.	\$5.07-\$5.50 (\$4.74-\$5.25)	\$5.07-\$5.50	\$5.10-\$5.60
	Effective	<u>April 1/79</u>	<u>June 1/79</u>	<u>Dec. 1/79</u>
	General Increases	3%	4%	6%
	Additional Adjustments	13¢-14¢ for Kitchen employees in Sudbury		5¢ for Nurses Aids with HCA Certificates
	General Aids	\$4.38-\$4.82	\$4.56-\$5.01	\$4.83-\$5.30
	R.N.A.	\$5.25-\$5.75	\$5.46-\$5.98	\$5.80-\$6.34

*Rates are 7 cents lower at Hearst.

Previous rates shown for General Aids were 19 cents lower at Hearst. Maximum rate for R.N.A. was 21¢ higher at Timmins.

Probationary period is 60 days of work. Maximum rates for General Aids and R.N.A's are reached after 2 annual increases. Effective September 1, 1978, after 3 annual increases for R.N.A's.

Call Back (new): Time and one-half for all hours worked. Minimum 3 hours' pay.

Paid Holidays: Effective June 1, 1979, 1 floating holiday is added per year for a total of 11 days.

Sick Leave: 3 3/4 (3) days after 3 months' service plus 1 1/4 (1) days' per month thereafter to a maximum accumulation of 115 days (unchanged).

Health and Welfare: Life Insurance - Employer pays 80% (66 2/3%) of premium costs.

OHIP - Employer pays 100% (66 2/3%) of premium costs.

CONSTRUCTION

Metropolitan Toronto House Wreckers' Association - Local 506, Labourers (AFL-CIO/CLC) (wrecking labourers): A 22-month renewal agreement effective from June 28, 1980 to April 30, 1982, covering 200 employees, settled at the post conciliation bargaining stage and ratified in June, 1980. Duration of negotiations - 17 months. Previous agreement expired October 15, 1979.

Wages:	Effective	<u>July 1/80</u>	<u>May 1/81</u>
	General Increases	88¢	\$1.00
	Labourer	\$7.05 (\$6.17)	\$8.05
	Truck Driver and Machine Operator (new)	\$8.05	\$9.05
Hours of Work:	44 (48) hours per week.		
Overtime Pay:	Time and one-half after 10 hours per day and all work performed on Saturdays (new). Double time (time and one-half) for all work performed on Sundays or holidays.		
Shift Premium:	\$1 (new) per hour on the 2nd shift.		
Paid Holidays:	Civic Holiday and Boxing Day are added for a total of 9 days.		
Vacation Pay:	5% (4%).		
Health and Welfare:	Employer contributes 25¢ (15¢) per hour earned per employee.		

Negotiations in Progress during July 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
and P Stores, province-wide	Food and Commercial Workers (AFL-CIO/CLC)	5,435	B
itibi Price Inc. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.)	Carpenters (AFL-CIO/CLC) (woods empls.)	1,000	B
goods (Div. of Alcan Canada Products Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	260	CO
merican Motors (Canada) Ltd., Brampton	Auto Workers (CLC) (production and maintenance empls.)	950	B
oco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	500	MED/WS
ta Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	950	B
ilermaker Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CLC)	1,650	B
ots Drug Stores Canada Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	B
ant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed.(Ind.)	560	B
ant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	B
ada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	1,275	B
adian Appliance Manufacturing Co.Ltd.,Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	680	B
adian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	385	PCB
adian Standards Assn., Toronto	CUPE (CLC)	300	CO
ron Ltd. Ingot Mould Foundry, Hamilton	Steelworkers (AFL-CIO/CLC)	200	MED/WS

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	995	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	615	CO
Chateau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	255	B
Connaught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	B
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	800	B
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	259	B
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC)	600	B
Dominion Stores Ltd., northern Ontario and Sault Ste. Marie	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	750	CO
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	450	CO
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,150	PO
Dominion Stores Ltd., Toronto and other centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part- time empls.)	10,300	CO
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	B
Durham Board of Education	CUPE (CLC)	350	PO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B

negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Wham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	MED
Wham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	463	CO
Western Provincial Airways, province-wide	Machinists (AFL-CIO/CLC)	252	CO
B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	650	B
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,000	B
co Ltd., London	Steelworkers (AFL-CIO/CLC)	290	CO
George W. Endress Co. Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	224	B
sex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	530	B
sex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	530	B
obicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
olon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (AFL-CIO/CLC)	234	MED
berglas Canada Ltd. (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	384	MED
ontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
ontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
eneral Tire of Canada Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	610	CO
endale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	300	CO
F. Goodrich Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	795	B

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Stag
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological science group)	300	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (defence scientific service)	450	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	231	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	390	B
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	825	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,855	C
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,350	B
Haley Industries, Inc., Haley	Steelworkers (AFL-CIO/CLC)	325	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed.(Ind.)	1,320	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	375	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hammond Manufacturing Co.Ltd., Guelph and Puslinch	Employees' Assn.(Ind.) (production empls.)	550	B
Harding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	233	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	B

**Federal jurisdiction

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hawker Siddeley Canada Ltd. Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	405	B
John T. Hepburn Ltd., Toronto and Mississauga	Steelworkers (AFL-CIO/CLC)	240	PCB
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	780	B
Kawneer Co. Canada Ltd. (Plant and Warehouse), North York and Toronto	Structural Iron Workers (AFL-CIO/CLC)	230	B
Keeprite Products Ltd., Brantford	Employees' Assn. (Ind.)	300	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	275	B
Kimberly-Clark of Canada Ltd., Long Lac	Carpenters (AFL-CIO/CLC) (woods empls.)	830	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	B
Kroehler Manufacturing Co. Ltd. (Plant 5), Stratford	Upholsterers (AFL-CIO/CLC)	288	CO
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	241	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	685	B
Loblaws Ltd., Westfair Foods Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	6,000	B
London City Board of Education	CUPE (CLC)	400	M
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	E
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	C
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	4,365	F
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	5,300	C
Mattabi Mines Ltd. (Mine and Plant Operations), Ignace	Steelworkers (AFL-CIO/CLC)	300	F
Metro Toronto News Co. - Western Ontario Distributors Ltd., Barrie, London and Toronto	Teamsters (Ind.)	300	
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/CLC)	500	
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	250	
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	900	

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED.
North York Public Library Board	CUPE (CLC) (clerical and maintenance empls.)	290	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B(R)
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	ARB
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ARB
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ARB
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empl.)	685	ARB
Ontario Hydro	Office Employees (AFL-CIO/CLC)	260	B
Ontario Hydro, Generation and Distribution Project	Plumbers (AFL-CIO/CLC)	1,300	CO
Ontario Master Insulators Assn.Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	MED/W
The Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Intl. Longshoremen's Assn. (AFL-CIO/CLC)	900	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	ARB
Ottawa City Corp.	Police Assn.(Ind.)	540	ARB
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empl.)	14,000	B

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC) (plant empls.)	1,205	
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed.(Ind.)	500	
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	500	
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers, Carpenters, Plumbers and Painters (AFL-CIO/CLC)	380	
Riverdale Hospital, Toronto	CUPE (CLC) (non-medical empls.)	500	
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250	
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	
Scarborough Centenary Hospital Assn.	CUPE (CLC)	435	
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	2,100	
Sklar Furniture Ltd. Chair Div., Toronto	Upholsterers (AFL-CIO/CLC)	230	
Spruce Falls Power and Paper Co.Ltd.,Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	700	

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Spruce Falls Power and Paper Co.Ltd. and Kimberly-Clark of Canada Ltd.,Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,420	CO
Standard Products (Canada) Ltd., Stratford	Natl. Council of Cdn. Labour (Ind.)	266	B
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	5,000	MED
Steinberg Inc.(Miracle Food Mart Div.),Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC)	515	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	B
Sunnybrook Hospital and 4 others, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	845	ARB
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	484	B
Toronto Area School Boards	Ont. Secondary School Teachers' Fed. (Ind.)	3,635	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	B
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	1,000	B
Toronto Construction Assn.	Structural Iron Workers (AFL-CIO/CLC) (residential)	200	B
Toronto Dress and Sportswear Manufacturers' Guild (Dress and Sportswear Divs.),Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn.(Ind.) (full and part-time empls.)	23,164	B
Toronto Public Library Board	CUPE (CLC)	300	CO
United-Carr,Div. of TRW Canada Ltd.,Brantford	Employees' Assn. (Ind.)	509	B

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
University of Windsor	Service Employees (AFL-CIO/CLC)	288	
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO/CLC)	288	
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	320	
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	
Workmens Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250	
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950	
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide **	Air Line Flight Attendants (CLC)	2,845	
Air Canada, system-wide **	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,775	
Canadian Broadcasting Corp., Canada-wide **	Broadcast Employees (NABET) (CLC)	2,000	
Canadian Broadcasting Corp., Canada-wide **	CUPE (CLC) (office and professional empls., English services div.)	1,250	

**Federal jurisdiction

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Broadcasting Corp., Canada-wide **	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide **	CUPE (CLC) (production unit empls.)	1,220	B
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	4,700	B
CIP Containers, Que. and Ont.	Energy and Chemical Workers (CLC) and Cdn. Paperworkers (CLC)	850	B
CP Air, system-wide **	Air Line Flight Attendants (CLC)	900	B
E.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B
Government of Canada (Treasury Board) **	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board) **	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board) **	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board) **	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board) **	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	3,050	B
Government of Canada (Treasury Board) **	Professional Institute (PIPS) (Ind.) (biological sciences group)	870	B
Government of Canada (Treasury Board) **	PIPS (Ind.) (engineering and land survey group)	2,250	ARB
Government of Canada (Treasury Board) **	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board) **	PIPS (Ind.) (nursing group)	1,815	CO
Government of Canada (Treasury Board) **	PIPS (Ind.) (physical sciences group)	590	B

**Federal jurisdiction

Negotiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Government of Canada (Treasury Board) **	PIPS (Ind.) (scientific research group)	1,995	
Government of Canada (Treasury Board) **	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	48,870	
Government of Canada (Treasury Board) **	PSAC (CLC) (data processing group)	3,025	
Government of Canada (Treasury Board) **	PSAC (CLC) (drafting and illustration group)	2,040	
Government of Canada (Treasury Board) **	PSAC (CLC) (financial administration group)	1,875	
Government of Canada (Treasury Board) **	PSAC (CLC) (information services group)	875	
Government of Canada (Treasury Board) **	PSAC (CLC) (operational group, heating, power and stationary, non-supervisory and supervisory empls.)	2,855	
Kimberly-Clark of Canada Ltd., Que., Ont. and Man.	Cdn. Paperworkers (CLC) (production empls.)	880	
National Research Council of Canada, Canada-wide **	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	
National Research Council of Canada, Canada-wide **	Research Council Employees' Assn. (Ind.) (technical category)	980	
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man. **	PSAC (CLC) (production and office empls.)	530	

otiations in Progress during July 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1980

Employer and Location	Union	No. Emp
Abitibi Price Inc. (Woods Div.), Iroquois Falls	Carpenters (AFL-CIO/CLC)	4
Abitibi Price Inc. (Thunder Bay Div.)	Cdn. Paperworkers (CLC) (woods empis.)	4
Algoods (Div. of Alcan Canada Products Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	2
American Can of Canada Ltd. (Woodlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	2
Bendix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	3
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	56
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	41
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	33
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,21
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	99
Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	30
Domtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	22
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	23
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,35
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,03
E.B. Eddy Forest Products Ltd., Espanola	Carpenters (AFL-CIO/CLC)	22

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Imco Ltd., London	Steelworkers (AFL-CIO/CLC)	290
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	507
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	530
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,350
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	400
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	375
Harding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	233
Harvey Woods Ltd. (Underwear Div.), Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	400
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	350

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1980 (Cont'd)

Employer and Location	Union	No. of Empls
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260
Kawneer Co. Canada Ltd. (Plant and Warehouse), North York and Toronto	Structural Iron Workers (AFL-CIO/CLC)	230
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	275
Kimberly-Clark of Canada Ltd., Long Lac	Carpenters (AFL-CIO/CLC) (woods empls.)	830
Kingston Spinners Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	280
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110
Mack Trucks Canada Ltd. (Manufacturing Div.), Oakville	Machinists (AFL-CIO/CLC)	336
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900
Orillia Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	248

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August, 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Wipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assns. des Enseignants Franco-Ontariens (Ind.)	400
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	260
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	490
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350
St. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	395
St. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	382
St. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	340
Pruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	700

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
Stephens-Adamson Div. of Allis Chalmers Canada Ltd., Belleville	Steelworkers (AFL-CIO/CLC)	200
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	484
Toronto Metropolitan Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Ont. Secondary School Teachers' Fed. (Ind.)	5,885
Treasury Board, province-wide	Public Service Alliance (PSAC) (CLC) (library science group)	415
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	450
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500
York University, Toronto	Graduate Assistants' Assn. (graduate students, part-time)	390
York University, Toronto	Graduate Assistants' Assn. (teachers, part-time)	400
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950

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ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
August 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

September 29, 1980

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Highlights

Retail Food Industry Settlements. Three major settlements concluded during August in the Ontario supermarket sector affected almost one-half of the 42,000 retail trade employees covered by 112 contracts scheduled to expire in 1980. The new agreements involved full-time and part-time retail food employees represented by the United Food and Commercial Workers (UFCW) at Loblaws, Westfair Foods and Steinberg, and by the Retail Wholesale and Department Store Union (RWDSU) at Dominion Stores across the province. The two unions conducted separate negotiations with the individual companies on a regional or local basis, but coordinated their activities in order to arrive at uniform bargaining proposals and strategy. The unions' initial proposals included an economic package with salary increases for full-time employees of about \$95 per week over two years, a cost-of-living allowance, a reduction in hours of work and improvements in fringe benefits. The companies responded with an offer calling for increases of \$32 to \$35 per week in the first year and \$30 in the second, along with a cut in the work week from 38 to 37 hours. The offer was similar to a contract pattern established in the Quebec supermarket industry in late 1979. The two-year Montreal area agreement provided in each year a raise of \$30 per week and a one hour reduction in the work week, from 39 to 37 per week by August 1981.

The first 1980 major retail trade settlement in Ontario was negotiated jointly by the UFCW with Loblaws and Westfair Foods (owners of some former Loblaws' stores in Thunder Bay) and covered the firms' 6,000 employees under two contracts due to expire on April 30. A cost-of-living escalator contained in these agreements generated a 30-cent adjustment over the past two years. Under the new terms, the COLA payment was folded into the hourly rates on April 28 and the present COLA formula was continued. On the same date, the full-time employees received a general wage increase of 80 cents per hour. Effective May 4, 1981, their hourly rates were further increased by 75 cents and the work week was shortened to 37 hours from 38 with no reduction in take home pay, resulting in an additional improvement of 25 cents per hour. Part-time employees received an increase of 60 cents per hour in each year. The estimated value of the wage increases, excluding COLA adjustments, amounted to about 21 per cent over the two-year term. Among other negotiated items were inequity adjustments for cashiers, service clerks and wrappers, increased premium payments and improved vacation and Christmas bonus provisions. In the benefit area, the settlement included a number of improvements in the health insurance and pension plans, bringing the coverage up to or over the levels already provided by other major retail sector employers. As a result, the Loblaws-Westfair contracts provided full-time employees with a new optical coverage and an early retirement with unreduced pension at age 55 after 30 years of service. The companies also agreed to implement life insurance and prescription drug benefits for part-time employees if during the term of the contracts such coverage is provided in the Ontario retail food sector either through negotiations or in jointly administered welfare plans.

The Loblaws' master pact was followed by comparable settlements covering 5,200 employees at Miracle Food Mart stores of Steinberg Inc., and 10,000 employees at Dominion Stores in Southern Ontario. The two almost identical two-year agreements were concluded in mediation. They included weekly salary increases for full-time employees of \$35 in the first year (retroactive to June 22, 1980) and another \$30 in the second year. In addition, the employees received four quarterly COLA payments of \$39 each beginning September 1980 and four quarterly payments of \$91 each beginning September 1981. (The COLA clauses in two previous agreements were first disallowed by the AIB in 1976 and eventually deleted in 1978). The contracts also reduced the work week as of June 1981 to 37 hours from 38 without loss of pay, giving full-time employees a salary increase (excluding COLA payments) estimated at about 23 per cent on the base wage rate over two years. The related settlements for part-time units included hourly wage increases of 65 cents in each year. At Miracle Food Stores, the management also conceded one of the union's key demands for a joint administration of the health and welfare plans and agreed to contribute to a newly-established fund intended to extend or upgrade the existing benefit levels.

In the meantime, about 830 workers at Dominion Stores' four distributing centres in Toronto went on strike on August 10 to back demands for a better monetary package and increased job security. The warehouse workers, members of the RWDSU Local 414, insisted on a \$45 per week increase in each year of a two-year contract, while the management was initially offering \$32 and \$30 per week in 1980 and 1981, respectively, for full-time employees and 50 cents per hour in each year for part-timers, plus cost-of-living and vacation improvements. The four-week strike ended with a ratification of the third contract offer worked out in mediation. It called for terms slightly different from the earlier established industry pattern. The 600 full-time warehousemen obtained a 1/2 hour reduction in working hours to 37 1/2 per week in the first year, and \$35 per week instead of \$30 on June 30, 1981. The 230 part-time workers, in addition to the 65-cent per hour wage increase, received also an improved call-in guarantee and a "single" OHIP coverage after two years of regular employment.

At the end of August, negotiations were in progress on behalf of the remaining retail food employees, with the UFCW involved in bargaining at Loblaws (over 2,000 employees in Ottawa and other Eastern and Southwestern Ontario centres), the Great Atlantic and Pacific Company of Canada (5,435 employees across the province), Canada Safeway (1,275 employees in Southern Ontario) and Steinberg Inc., (1,020 employees in the Ottawa area). Dominion Stores continued their negotiations for a number of contract renewals covering RWDSU members in Northern Ontario and in the Guelph-Waterloo area, as well as two contracts for units in the Sarnia-Windsor area represented by the United Steelworkers of America. In addition, two sets of joint bargaining between the UFCW and Canada Safeway, Dominion Stores and Loblaws were taking place in Kenora and Thunder Bay in order to reach settlements for full-time and part-time employees working in these two locations. It may be expected that the resultant settlements will generally reflect the established industry pattern. The same pattern also will be most likely used as a guide in upcoming negotiations for other retail sector contracts expiring in late 1980 or during 1981.

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TOBACCO PRODUCTS

Imperial Tobacco Limited (Division of Imasco Limited) at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (760 plant and 20 office workers): Two 21-month renewal agreements effective from October 16, 1980 to July 14, 1982, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 15/80</u>	<u>July 15/81</u>
	General Increases	14%	11%
	<u>Hourly Rates - Plant</u>		
	General Help/ Hiring Rates	\$8.745 (\$7.67)	\$9.705
	Stock Handler/ Shipping	\$10.47 (\$9.185)	\$11.62
	Production Mechanic	\$13.195 (\$11.575)	\$14.645
	<u>Monthly Rates - Office</u>		
	Clerk Typist - Personnel	\$1,065-\$1,170 (\$934-\$1,026)	\$1,182-\$1,290
	Previous rate for production mechanic includes a 5% upward adjustment.		
Hours of Work:	Plant - 36 per week; Office - 34 per week (unchanged).		
Shift Premium:	0-30¢-45¢ (0-25¢-40¢).		
Regular and Emergency Call-in:	Minimum 3 (2) hours at double time.		
Paid Holidays:	15 (unchanged).		
Paid Vacation:	Effective in 1981, 6 weeks after 20 (25) years' service; also 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 15 years (unchanged).		
Bereavement Leave:	Brother-in-law and sister-in-law are added for up to 1 day's paid leave.		
Health and Welfare:	Long Term Disability Benefits - 65% of current wages during the life of the agreement (previously 65% of wage rate at time of disability).		
	<u>Extended Health Care - Out of country coverage introduced.</u>		
	<u>Dental Plan - Employer continues to pay full cost of premiums. Payments are based on the 1980 (1976) Ontario Dental Association fee schedule.</u>		

Training Rate: An employee being trained on a job in a higher rate of pay for 1 hour or more, to be paid a premium equivalent to 75% (50%) of the difference between rates.

Job Security/
Technological
Change: Employees hired prior to August 23, 1980 (July 15, 1978) will not be laid off due to the introduction of new production equipment.

Job
Classification: Joint union-management committee to study problems associated with present system. Implementation and associated costs to be subject of negotiations in 1982.

TEXTILE

Fiberglas Canada Limited, Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, covering 384 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/80</u>	<u>June 1/81</u>
	Increases	13.3% for skilled trades; 10.75% for all others	11.1% for skilled trades; 10% for all others
	Additional Adjustments	Some reclassifications	
	General Labourer	\$7.86 (\$7.10)	\$8.65
	Electrician	\$9.81 (\$8.66)	\$10.90

Shift Premium: 0-23¢-27¢ (0-19¢-32¢).

Paid Vacation: Effective in 1981, 5 weeks after 18 (20) years' service and 6 weeks (new) after 28 years.

Bereavement
Leave: Grandchild is added for 1 day's paid leave.

Health and
Welfare: Long Term Disability - Benefits increase to \$250 (\$225) per month plus \$30 (\$25) per month per year of service up to a maximum of 60% of basic earnings.

Major Medical - Plan provides coverage for prescription safety eyeglasses, with a \$23.50 subsidy for single vision lenses and \$27 for bifocals.

Dental Plan - Effective September 1, 1980, plan provides 100% coverage for basic preventative care (previously 80%/20% co-insurance). Major restorative work is added on a 50%/50% co-insurance basis (new). Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Safety Shoe Allowance: Employer pays \$30 (\$25) per pair for 2 pairs per year or \$50 annually (new) for 1 pair. Effective in 1981, \$35 and \$55 respectively.

Harding Carpets Limited at Brantford - Local 501, Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from August 2, 1980 to August 1, 1982, covering 233 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 2/80</u>	<u>Aug. 2/81</u>
	General Increases	55¢	50¢
	Labour Group 1 (includes Sample Assembler)	\$5.75 (\$5.20)	\$6.25
	Electrician, Electronics - qualified	\$8.83 (\$8.28)	\$9.33

Shift Premium: 0-23¢-23¢ (0-19¢-20¢).

Paid Vacation: Effective June 30, 1981, 3 weeks after 5 (6) years' service, 4 weeks after 15 (16) years and 5 weeks after 25 (29) years.

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Life Insurance - \$7,000 (\$5,000) coverage.

A.D. & D. (new) - \$7,000 coverage, for truck drivers only.

Life Insurance for Retirees - \$1,000 (\$800) coverage for employees with over 15 years' service.

Weekly Indemnity - Benefits increase to \$100-\$115 (\$85-\$100) per week, depending on earnings. Payable on a 1-1-4-26 (1-1-4-20) basis. Effective August 2, 1981, benefits increase to 55% of earnings to a maximum of \$175 per week. Payable on a 1-1-5-26 basis.

OHIP - Employer pays 100% (70%) of premium costs.

Extended Health Care - Employer pays 100% (70%) of premium costs for prescription drugs.

Clothing Allowance: Employer pays 100% (60%) of the cost of truck drivers uniforms.

CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14, 83, 92 and 94, Ladies' Garment Workers (AFL-CIO/CLC) (800 employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>
	General Increases*	10%	8%
	<u>Minimum Hourly Rates</u>		
	General Hand ("A" and "B" Firms)	\$4.58 (\$4.16)	\$4.95
	Skilled Cutter ("B" Firms)	\$6.83 (\$6.21)	\$7.38
	Skilled Cutter ("A" Firms)	\$8.58 (\$7.80)	\$9.27

*Piece workers receive commensurate increases to their bonus schedule.

Escalator Clause: Discussions for wage adjustments may be initiated by either party should the Consumer Price Index change substantially during this agreement. Final resolution, if necessary, will be made by the Impartial Chairman. (A similar provision in the previous agreement was not invoked.)

Hours of Work: 35 per week (unchanged).

Paid Holidays: 8 (unchanged).

Paid Vacation: 2 weeks after 1 year's service and 3 weeks after 2 years (both unchanged).

Health and Welfare: General Fund - Effective January 1, 1981, employers contribute 5% (4%) of gross wages to the Fund. Effective January 1, 1982, employers contribute 6%.

OHIP - Effective January 1, 1981, each employee receives \$480 (\$240) per year to offset any premiums paid. The allowance is taken from the General Fund.

Pension Plan: Retirement Fund/Monthly Benefit - Fund to be amended in accordance with actuarial report to upgrade monthly benefit for past and future retirees from the current \$90 per month.

Death Benefit - \$13 annual premium for the \$1,000 coverage to be maintained for retirees by drawing from the Retirement Fund. (Previously, retirees paid premiums.)

WOOD

Weldwood of Canada Limited, Longlac Division at Longlac - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, covering 288 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/80</u>	<u>Oct. 1/80</u>	<u>June 1/81</u>
	General Increases	60¢	20¢	60¢
	Skilled Trades Adjustment	25¢		
	Dryer Feeder	\$7.29 (\$6.69)	\$7.49	\$8.09
	Electrician Class "A"	\$9.24 (\$8.39)	\$9.44	\$10.04
Paid Holidays:	Effective January 1, 1982, one floating holiday is added for a total of 12 holidays with pay.			
Health and Welfare:	<u>Life Insurance</u> - \$20,000 (\$15,000) coverage.			
	<u>A.D. & D. (new)</u> - Employer pays 50% of premium cost providing \$20,000 coverage.			
	<u>Dental Plan</u> - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.			

PAPER AND ALLIED

Abitibi-Price Inc., formerly Abitibi-Provincial Paper, a Division of Abitibi Forest Products Ltd. at Thunder Bay - Local 40, United Paperworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 300, employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	General Increases	\$1.37	9.5%, minimum 90¢
	Adjustments (see note below)		
	Yard Labourer (Common base rate)	\$9.26 (\$7.89)	\$10.16
	Tradesman Class "A"	\$11.84 (\$10.09)	\$12.96
	<u>Adjustments</u>		

Trades - Effective May 1, 1980, Journeyman A rate increased from \$10.09 to Journeyman A+ rate of \$10.25, thereby eliminating the latter classification; then a further adjustment of 22¢ prior to the general increase.

Other Adjustments - The differential for any "mechanical" classifications above Journeyman A will be maintained. The Painter A classification will be granted an adjustment equal to the difference between \$10.47 and the April 30, 1980 Journeyman "A" rate at each mill. Various other local adjustments.

Papermakers Wage Scale Adjustment - Effective May 1, 1980, 5¢ per hour plus 2%, prior to general increase.

Job Evaluation - Affects all classifications except trades and paperworkers. Implementation date varies according to mill location.

Shift Premium: Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Vacation: Effective January 1, 1980, 4 weeks after 10 (12) years' service.
Effective January 1, 1981, 3 weeks after 4 (5) years, 4 weeks after 9 years and 5 weeks after 20 (22) years.

Health and Welfare: Health Insurance - Employer pays 100% of prevailing provincial premiums where applicable - e.g., OHIP. (Previously, employer paid a specified monthly amount of \$19 single and \$38 family where applicable.)

Extended Health Care Plan - Effective August 1, 1980, the employer will pay the prevailing premium costs up to the rates in effect to April 30, 1982. (Previously, employer paid \$1.35 per month for single coverage and \$4.65 for family coverage.) Up to \$1,000 of the \$10,000 maximum lifetime benefit previously utilized will be restored each January 1, (new).

Long Term Disability - Maximum of \$1,300 (\$800) per month. Change affects employees commencing weekly indemnity on or after August 1, 1980.

Dental Plan - Effective September 1, 1980, payments to be based on the 1979 (1978) dental association fee schedule.

Pension Plan: Abitibi Locals

Benefit improvement for employees on staff May 2, 1980 - A compounded increase of 25% and 6% in the amount of pension accrued during the period January 1, 1978 to December 31, 1979.

Benefit improvement for employees retiring at normal retirement date during the period June 1, 1980 to May 1, 1982 - 20% in the amount of pension accrued.

Bridging supplement for early retirements on or after May 2, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Price Locals

Supplementary benefit for normal retirements during this agreement - 20% (10%) of accrued benefits.

Bridging supplement for early retirements on or after May 1, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Severance Pay: 2% (1 1/2%) of an employee's total earnings for his last full period of service without interruption due to lack of work. Change applies to 12 locals.

Job Security: To minimize the effects of a reduction in manpower needs as a result of modernization, the employer will seek reductions through attrition where possible. In this regard the union has agreed that all future employees will be temporary hires. Other options are to be explored.

**Automation/
Rate
Protection:** If set back to a lower paid job due to job elimination as a result of technological change, employee will have old rate maintained for 6 (3) months. Thereafter a midway rate will be in effect for a further 6 (3) months. Requires 1 year of seniority for eligibility.

Canadian International Paper Company at Gatineau, Trois-Rivieres and La Tuque, Que. and Hawkesbury, Ont. and New Brunswick International Paper Company at Dalhousie, N.B. - Locals 21, 28, 142, 146, 163, 251, 263 and 530, Canadian Paperworkers (CLC) (5,000 mill employees):
A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, settled at the post conciliation bargaining stage.
Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>May 1/80</u>	<u>May 1/81</u>
General Increases		\$1.37	9.5%, minimum 90¢
Job Class Adjustment		1¢	1¢
Tradesmen, Class "A" or higher		38¢	
Job Class 1 (includes Labourer)		\$9.17 (\$7.80)	\$10.07
Electrician "A"		\$11.80 (\$10.05)	\$12.92
Job Class 31 (Head Operator, Recovery and Steam)		\$13.66 (\$11.99)	\$15.29

Papermakers' Wage Scale Adjustment - Effective May 1, 1980,
5¢ per hour plus 2%, prior to general increase.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Holidays: For permanent employees a combination of statutory holidays, floating holidays and lieu pay (unchanged).

Paid Vacation: Permanent Employees - Effective January 1, 1981, 4 weeks after 10 (12) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 25 years (unchanged). Effective January 1, 1982, 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 years.

Seasonal Employees - Effective January 1, 1981, 2 days for each 25 days of work after 10 (12) years' service. Also, 1 1/2 days for each 25 days after 5 years, 2 1/2 days for each 25 days after 25 years and 3 days for each 25 days after 27 years (unchanged). Effective January 1, 1982, 1 1/2 days for each 25 years after 4 years, 2 days for each 25 days after 9 years and 2 1/2 days for each 25 days after 20 years.

Health and Welfare: Long Term Disability - Benefit is 50% of regular straight time rate to a maximum of \$1,300 (\$800) per month.

Dental Plan (new) - Effective January 1, 1981 or implementation date of plan, whichever is later, employer contributes \$15 per month per employee toward the premium cost of union administered plan. Eligibility after 6 months service. Coverage applies to employees and dependents.

Pension Plan: Prior Service Improvement - Effective May 2, 1980, 66.25% (50%) for benefits accrued during the period January 1, 1978 to December 31, 1979.

Voluntary Early Retirement - Effective May 2, 1980, bridging supplement of \$11 (\$9) per month times years of service to a maximum of 30 years, for employees retiring at age 61 or over with 20 years' service.

Safety Shoe Allowance: Effective January 1, 1981, \$5 (\$3) per employee per year.

Severance Pay: 2% of total earnings for last full period of continuous employment. Full amount payable after employee has been on layoff for 6 weeks (previously half was paid after 6 weeks, balance after 3 months).

Recall Rights on Layoff: 24 consecutive months for employees with 3 (5) or more years' service; 12 consecutive months for employees with less than 3 (5) years.

E.B. Eddy Forest Products Ltd. at Espanola - Locals 74 and 156, Canadian Paperworkers (CLC) (745 mill employees): Two 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/80	May 1/81
Special Adjustments (All classifications)		1¢	
General Increases		\$1.37	9.5% minimum 90¢
Adjustments (1st Class Trades, Mechanical Classifications above 1st Class Trades and 1st Class Painter)		38¢	
Labourer		\$9.26 (\$7.88)	\$10.16

	<u>May 1/80</u>	<u>May 1/81</u>
Tradesman 1	\$11.96 (\$10.20)	\$13.10

Papermakers Wage Scale Adjustment - Effective May 1, 1980, 5¢ per hour plus 2%, prior to general increase.

Job Classification Plan - To be implemented along with upward adjustments May 1, 1980.

- Hours of Work: 40 or 42 per week (unchanged).
- Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.
- Paid Holidays: 4 designated plus 6 floating holidays (unchanged).
- Paid Vacation: Effective January 1, 1980, 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Employees receive an additional 4 hours of pay for each week taken during the period January 1, to April 30 (unchanged).
- Effective January 1, 1981, 5 weeks after 20 years, 6 weeks after 25 years and 7 weeks after 35 years (new).
- Supplementary Vacation - 1 to 5 weeks of additional vacation for employees with 25 years of service and age 60 through 64 (unchanged).
- Jury Duty: Add "Crown witness or subpoenaed witness" to clause.
- Health and Welfare: Weekly Indemnity - Effective September 1, 1980, benefits equal 70% of regular rate times 42 (40) hours for employees who normally work a 42 hour work week. Payable on a 1-1-4-52 basis (unchanged).
- Long Term Disability - Effective September 1, 1980, \$1,300 (\$800) maximum monthly benefit.
- Dental Plan - Effective September 1, 1980 payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.
- Pension Plan: Early Retirement - Age 61 (62).
- Bridging Supplement - \$11 (\$9) per month per year of service to a maximum of 30 years.
- Severance Pay: Eligible employees receive 2% (1 1/2%) of total earnings received during last full period of service without interruption.
- Technological Change: Permanent employees with 1 or more years of seniority will have their current rate maintained for 6 (3) months when set-back to a lower paid job due to technological change or automation. A midway adjustment will be in effect for the subsequent 6 (3) month period.

Boss Machine 35¢ (25¢) per hour per machine.
Tender:

Great Lakes Forest Products Ltd. at Thunder Bay - Locals 39 and 257, Canadian Paperworkers (CLC) (1,900 mill employees): Two 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/80	May 1/81
General Increases		\$1.37	9.5%, minimum 90¢
Trades Adjustment Class "A" or higher		38¢	
Yard Labourer		\$9.26 (\$7.89)	\$10.16
Tradesmen "A" 0-3 years		\$12.11-\$12.28 (\$10.36-\$10.53)	\$13.26-\$13.45

Papermakers Wage Scale Adjustment - Effective May 1, 1980, 5¢ per hour plus 2% prior to general increase.

Job Evaluation - Current review to be implemented May 1, 1981.

Hours of Work: 40 or 42 per week (unchanged).

Overtime Pay: Double time for all work in excess of 8 hours on a Sunday, statutory holiday, or scheduled day off. (Previously, double time for Sundays and time and one-half for all other days.)

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Holidays: 6 designated days plus 6 floating holidays (unchanged).

Paid Vacation: Effective May 1, 1980, 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years. Effective January 1, 1981, 6 weeks after 25 years and 7 weeks after 30 years (new).

Supplementary Vacation - For employees with 25 years of service - 1 additional week at age 60, 2 at age 61, 3 at age 62, 4 at age 63, and 5 at age 64 (unchanged).

Beareavement
Leave: 5 (3) days in the event of death of a spouse, child or step-child.

Health and
Welfare: OHIP - Employer continues to pay 100% of premiums in effect during life of the agreement.

Extended Health Care Plan - Employer pays 100% of the prevailing premium rates in effect during life of the agreement.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective May 1, 1981, the 1980 ODA fee schedule.

Pension Plan: Employees on staff May 2, 1980 - 6% increase in the amount of pension accrued during the period January 1, 1978 to December 31, 1979. (A 25% improvement had been made earlier.)

Employees taking early retirement during term of this agreement - 20% in the amount of accrued pension.

Bridging supplement for early retirements on or after May 2, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Meal Allowance: \$6 (\$5).

Technological Change: Permanent employees with 1 or more years of seniority will have their current rate maintained for 6 (3) months when set-back to a lower paid job due to technological change or automation. A midway adjustment will be in effect for the subsequent 6 (3) months period.

The Ontario Paper Company Ltd. at Thorold - Locals 84 and 101, Canadian Paperworkers (CLC) and Local 1477, Longshoremen (AFL-CIO/CLC) (875 mill employees): Three 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/80	May 1/81
General Increases		\$1.37	9.5%, minimum 90¢
Trades Adjustment Class "A" or higher		38¢	
Yard Labourer		\$9.26 (\$7.89)	\$10.16
Bricklayer		\$12.14 (\$10.39)	\$13.29

Papermakers Wage Scale Adjustment - Effective May 1, 1980, 5¢ per hour plus 2%, prior to general increase.

Job Evaluation - Will be implemented using the Pulp and Paper Manufacturers' Job Classification Plan dated June 1, 1974 with adjustments retroactive to May 1, 1980.

Hours of Work: Dayworkers - 40 per week (unchanged). Shiftworkers - currently 40 (unchanged); with the renovation program, hours will be reduced to 37 1/3.

Shift Premium: Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Holidays: 7 statutory days plus 5 floating holidays (unchanged).

Paid Vacation: Effective May 1, 1980, 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged).

Effective January 1, 1981, 3 weeks after 4 years, 4 weeks after 9 years, and 5 weeks after 20 years.

Supplementary Vacation - For employees with 25 years of service - 1 additional week at age 60, 2 at age 61, 3 at age 62, 4 at age 63, and 5 at age 64 (unchanged).

Health and
Welfare:

OHIP - Employer continues to pay 100% of premium in effect during life of the agreement.

Extended Health Care Plan - Employer continues to pay 100% of premium in effect during life of the agreement.

Dental Plan - Effective September 1, 1980, payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Pension Plan:

Special Early Retirement - To lessen the effects of anticipated manpower reductions, employees 61 to 64 years of age during the period January 1, 1981 to December 31, 1982, may retire between January 1, 1981 and March 31, 1983 and receive the bridge supplement special adjustments, and be given credit for years of service as though they had retired at age 65. (Provisions for normal early retirement remain unchanged.)

PRIMARY METAL

Canron Inc. Foundry Division, formerly Canron Ltd. Ingot Mould Foundry at Hamilton-Local 2940, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/80</u>	<u>Aug. 18/80</u>
	General Increase	23¢	5¢
	Job Class Increment Increase	1¢	
	COLA Fold-in	\$1.09	
	Labourer (Class 2)	\$7.76 (\$6.43)	\$7.81
	Electrician (Class 16)	\$9.86 (\$8.39)	\$9.91
	Effective	<u>May 1/81</u>	<u>Aug. 18/81</u>
	General Increase	23¢	5¢
	Job Class Increment Increase	1¢	
	Labourer (Class 2)	\$8.05	\$8.10

	<u>May 1/81</u>	<u>Aug. 18/81</u>
Electrician (Class 16)	\$10.29	\$10.34
Cost of Living Allowance:	1¢ per 0.3 change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)	
Shift Premium:	0-25¢-25¢ (0-22¢-22¢)	
Paid Vacation:	4 (3) weeks at 8% after 12 years' service and 5 (4) weeks at 10% after 20 years.	
Health and Welfare:	<u>Life Insurance and A.D.& D.</u> - \$10,000 (\$8,000) coverage. <u>Life Insurance for Retirees</u> - \$5,000 (\$4,000) coverage. <u>Weekly Indemnity</u> - Minimum \$184 per week plus any future increases in U.I.C. (Previously, 66 2/3% of gross earnings.)	
Pension Plan:	<u>Normal Retirement (new)</u> - Effective July 1, 1981, employer pays a minimum of \$225 per month for employees with 25 years' service and \$270 per month for employees aged 65 with 30 years' service. <u>Special Early Retirement Supplement</u> - Effective July 1, 1980, employer pays 100% of cost of plan for eligible employees aged 60 (55) or over with 10 or more years' service for benefits of \$275 (\$200) per month until O.A.S. and C.P.P. become payable.	
Short Week Benefit:	Effective August 18, 1980, employer pays \$7 (\$6) per day. Effective May 1, 1981, \$8.	
Supplemental Unemployment Benefits:	Effective August 18, 1980, employer pays \$35 (\$30) per week to a maximum of 26 weeks. Effective May 1, 1981, \$40.	
Meal Allowance:	\$3 (\$2.75).	
Safety Boot Allowance:	Employer pays \$45 for boot #291 for personnel in the Maintenance Department and \$40 per pair for other types of approved boots. (Previously, \$25 per pair, with a maximum of 2 pairs per year.)	
Tool Allowance:	\$60 for the duration of the contract. (Previously, \$40 per year.)	

METAL FABRICATING

John T. Hepburn, Limited at Mississauga and Toronto - Local 3335, Steelworkers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from May 19, 1980 to May 18, 1982, covering 277 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>Aug. 14/80</u>	<u>May 19/81</u>
General Increases		11.6%	8%
COLA Fold-in		19¢	

	<u>Aug. 14/80</u>	<u>May 19/81</u>
Unskilled Labour	\$7.79 (\$6.79)	\$8.41
Master Electrician	\$10.57 (\$9.28)	\$11.42
Retroactivity:	Employees on the payroll on August 13, 1980, receive full retroactivity for all hours worked from May 19, 1980 to August 13, 1980.	
Cost of Living Allowance:	1¢ per 0.4 point change in the Consumer Price Index- 1971=100. Adjusted quarterly. Triggered at 4% in the second year. (Basic formula is unchanged.)	
Paid Rest Period:	One 10-minute break is granted in the second half of the shift (new).	
Shift Premium:	0-34¢-39¢ (0-27¢-32¢).	
Paid Holidays:	1 floating holiday is added in 1980 only, for a total of 12 days.	
Paid Vacation:	Effective in 1981, 4 weeks after 12 (14) years' service.	
Vacation Bonus:	1% (new) after 20 years' service.	
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$9,000) coverage. Effective in the second year, \$11,000. <u>Weekly Indemnity</u> - Benefit increases to \$174 (\$150) per week. Effective in the second year, 60% of earnings to the U.I.C. maximum. Payable on a 1-1-4-26 (1-4-26) basis. <u>Major Medical</u> - Co-insurance eliminated.	
Pension Plan:	Effective November 19, 1980, employer contributes 7¢ (5¢) for each regular hour worked for employees retiring at age 65. Effective May 19, 1981, 10¢.	
Meal Allowance:	\$2.50 (\$2.25) after 2 hours of overtime.	
Safety Shoe Allowance:	Employer contributes \$30 per year (previously \$2.25 per month). Effective in the second year, \$33 per year.	

Kawneer Company Canada Limited at Toronto - Local 835, Structural Iron Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 16, 1980 to August 15, 1982, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Aug. 16/80</u>	<u>Aug. 16/81</u>
Increases		9%	approx. 10%
General Labourer		\$5.00 (\$4.65)	\$5.40
Maintenance Mechanic "A"		\$8.18-\$8.62 (\$7.50-\$7.90)	\$8.99-\$9.47

Probationary period is 30 days. Maximum rate for Maintenance Mechanic "A" is reached after four 3-month increases.

Shift Premium: 0-30¢-35¢ (0-20¢-25¢).

Paid Vacation: Effective in 1981, 4 weeks after 15 (16) years' service.
Effective in 1982, 3 weeks after 5 (6) years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$7,000) coverage.

Life Insurance for Retirees - \$2,000 (\$1,500) coverage.

Weekly Indemnity - Benefit increases to 60% of earnings to the U.I.C. maximum (previously \$125 per week).

Semi-Private Hospitalization - Plan provides 100% coverage (previously 80% after deductibles of \$25/\$50). No co-insurance.

Major Medical - Plan provides 100% (80%) coverage after deductibles of \$25/\$50. No co-insurance. (Previously, 80%/20% co-insurance.)

Pension Plan: Effective September 1, 1980, \$8 per month per year of service.
Effective September 1, 1981, \$9. (Previously, \$6 per month per year of service, but not included in agreement.)

Safety Shoe Allowance: Employer contributes \$35 (\$25) once per year.

A. G. Simpson Company Limited at Toronto - Simpson Plant Council (Ind.): A 36-month renewal agreement effective from July 25, 1980 to July 24, 1983, covering 380 employees, settled at the bargaining stage.
Duration of negotiations - 3 months.

Wages:	Effective	July 25/80	July 25/81	July 25/82
General Increases		60¢	60¢	60¢
Production Worker Light "B"		\$6.11 (\$5.51)	\$6.71	\$7.31
Class "A" Die Maker		\$9.31 (\$8.71)	\$9.91	\$10.51

Cost of Living Allowance: 1¢ per 0.4 point increase in the Consumer Price Index - 1971= 100. Adjusted and folded-in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-23¢-31¢ (0-18¢-26¢).

Paid Holidays: 2 additional days are added for a total of 13 days.

Health and Welfare: Life Insurance - \$13,000 (\$10,000) coverage.

Weekly Indemnity - Benefits of \$155 (\$120) per week, payable for 52 weeks.

Dental Plan - Coverage extended to include orthodontic and periodontic work (Previously, basic coverage.)

Vision Care - Maximum of \$100 (\$50) every 2 years.

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company Ltd. at Weston - Locals 3129 and 7921, Steelworkers (AFL-CIO/CLC) (500 hourly and 200 salaried employees): Two 35 1/2-month renewal agreements effective from June 24, 1980 to June 7, 1983, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 24/80</u>	<u>June 24/81</u>	<u>June 24/82</u>
COLA Fold-in		56¢		
General Increases		50¢	32¢	28¢
Job Class Increment		16¢ (14¢)		
Adjustment (Salaried Schedule)		5¢		
<u>Hourly Rates</u> (Daywork Schedule)				
Sweeper (Job Class 3)		\$7.18 (\$6.08)	\$7.50	\$7.78
Tool & Die Maker (Job Class 20)		\$9.90 (\$8.46)	\$10.22	\$10.50
<u>Weekly Rates</u> (Salaried Schedule; job rates shown)				
Mail Clerk (Job Class 3)		\$265.01 (\$223.38)	\$277.01	\$287.51
Engineer Designer (Job Class 16)		\$395.01 (\$353.38)	\$407.01	\$417.51

Previous rates reflect a 24¢ per hour COLA fold-in made June, 1979.

Cost of Living Allowance:

Effective in the first year, 3 adjustments - October 1980, January 1981 and April 1981, based on 1¢ per 0.34 rise in the 1971 Index occurring quarterly beginning June, July, August 1980 and using May as the base.

Effective in the second and third years, total of 7 quarterly adjustments beginning June, July, August 1981 and using 1¢ per 0.32 rise in the 1971 Index.
(Previous formula, 4 quarterly calculations at 1¢ per 0.45 and 3 at 1¢ per 0.35. Generated 24¢ first year and 56¢ second year.)

- Hours of Work: Hourly employees, 40 per week; salaried employees, 37 1/2 per week (both unchanged).
- Paid Holidays: 12 (unchanged).
- Paid Vacation: 2 weeks after 1 years' service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).
- Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage. Effective June 24, 1982, \$15,000.
- Life Insurance for Pensioners (new) - Effective June 24, 1981, \$2,500.
- Extended Health Care - Effective June 24, 1981, the plan provides 100% coverage less \$10 per person/\$20 per family annual deductible. Employer pays 100% of premiums. (New for plant employees; office employees previously covered.)
- Extended Health Care for Pensioners (new) - Effective June 24, 1981, \$6,000 coverage.
- Long Term Disability - Pays 50% of pre-disability normal straight time earnings less any applicable statutory or insurance benefits offsets. Discontinue the Disability Pension provision and the Disability Insurance Installment Plan. (Previously, \$500-\$600 per month less applicable offsets.)
- Dental Plan - Effective June 24, 1981, coverage for prosthodontic services is added on a 50% co-insurance basis. Coverage will continue to be based on a fee schedule which lags current Ontario Dental Association fee schedules by 2 years. Effective June 24, 1982, payments are based on the 1980 ODA fee schedule.
- Pension Plan: Basic Monthly Benefit - \$10 (\$9) per year of service for retirement on or after June 24, 1980; \$11 for retirement on or after June 24, 1981 and \$12 for retirement on or after June 24, 1982.
- Early Retirement - No actuarial reduction for retirement at age 62. For retirement between age 60 and 62 deduction is .25% per month below 62. (Previously, any retirement below 65 was subject to a reduction.)
- Spouse Option (new) - Provides for 50% of employee benefit as reduced due to election of this option to 92 1/2% of accrued amounts.
- Bridge Benefit (new) - Effective June 24, 1982, \$7 per month per year of service to maximum of 30 years of service or \$210 per month, payable from age 60.

Phillips Cables Limited at Brockville - Local 510, Electrical Workers (IUE)
(AFL-CIO/CLC): A 24-month renewal agreement effective from July 29, 1980 to July 28, 1982, covering 448 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 29/80</u>	<u>July 29/81</u>
	General Increases	45¢	35¢
	COLA Fold-in	64¢	
	Skilled Trades Adjustments	10¢	10¢
	Labourer (Wire Mill)	\$7.29-\$7.42 (\$6.20-\$6.33)	\$7.64-\$/.77
	Maintenance Mechanic Gr.2	\$8.46-\$8.77 (\$7.27-\$7.58)	\$8.91-\$9.22
	Maintenance Technician (Electrical Services)	\$9.35-\$9.66 (\$8.16-\$8.47)	\$9.80-\$10.11
Probationary period is 50 days or 400 hours worked, whichever occurs first. Maximum rates are reached on the basis of 5 cents per hour for each 10 consecutive payroll weeks in the classification.			
Cost of Living Allowance:	1¢ per 0.34 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Basic formula is unchanged).		
Paid Vacation:	Effective in 1981, 4 weeks after 12 (13) years' service and 5 weeks after 22 (23) years.		
Health and Welfare:	<u>Weekly Indemnity</u> - The first day of accident now includes out-patient care.		
	<u>Extended Health Care</u> - \$10 deductible for everyone (previously \$25 single and \$50 family).		
	<u>Semi-Private Hospitalization</u> - Employer pays \$15 (\$13) toward the cost of the plan.		
	<u>Dental Plan</u> - Payments in the first year are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in the second year, the 1981 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$9.75 (\$9.00) per month per year of service. Effective July 28, 1981, \$10.50.		
	<u>Death Benefit</u> - Surviving spouse receives 50% of what the pension would have been had the deceased employee actually retired at age 60 with 32 years' service.		
Meal Allowance:	\$2.50 (\$2.00) on short notice.		
Safety Shoe Allowance:	\$21 (\$18) per pair. Effective in 1981, \$23 per pair.		

RETAIL TRADE

Dominion Stores Limited at Toronto and various other centres throughout southern Ontario* - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (10,000 full-time and part-time employees):
A 22-month renewal agreement effective from August 24, 1980 to June 21, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

*By custom, the terms of this "Ontario master agreement" are generally extended to cover Dominion employees with Local 465 in Hull and Gatineau, Que.

Wages:	Effective	<u>June 22/80</u>	<u>June 22/81</u>
General Increases:			
<u>Full-time Employees</u>			
Existing		\$35/week	\$30/week
New Hires		See note	See note
<u>Part-time Employees</u>			
Existing		65¢/hour	65¢/hour
New Hires		See note	See note
<u>Adjustments</u>			
Department Manager		\$5/week	
<u>Maximum Hourly Rates</u> (Full-time employees)			
Clerk "A"		\$8.85	\$9.90**
(30 months)		(\$7.93)	
Meat Cutter		\$9.98	\$11.03**
(12 months)		(\$9.06)	
<u>Maximum Hourly Rates</u> (Part-time employees)			
Students		\$7.30	\$7.95
		(\$6.65)	

**Rates reflect the reduction in weekly hours.

NOTE: Increases will be prorated from 50% at the start to 100% at the top of each classification for Clerks A and B, Porters, and part-time employees hired after ratification. Previous rates for these classifications represent the higher of two schedules prevailing under the former agreement. In particular these rates apply to employees hired before September 17, 1978.

Cost of Living Allowance (Full-time) (new):	4 quarterly payments of \$39 each, beginning September 1980; followed by 4 quarterly payments of \$91 each, beginning September 1981.
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Hours of Work: Effective June 21, 1981, 37 (38) per week.

Night Shift
Leader
Premium: Effective August 24, 1980, 65¢ (50¢) per hour.

Evening Opening
Bonus: Effective August 24, 1980, \$2.25 (\$2).

Maternity
Leave
(Full-time): Seniority accumulates during any pregnancy. (Previously, accumulated only during the first pregnancy.)

Paid Holidays: 10 days plus Remembrance Day or any other holiday proclaimed by statute and generally observed by the retail trade of the area for full-time employees (unchanged).

Effective immediately for part-time employees, Boxing Day and Civic Holiday are added for a total of 9 days.

Paid Vacation: 4 weeks after 9 (10) years' service. Also 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 16 years and 6 weeks after 25 years, for full-time employees (all unchanged).

Statutory provisions prevail for part-time employees (unchanged).

Health and
Welfare: Long Term Disability - 10% increase in benefits for employees on disability December 31, 1978.

Optical Benefits - Maximum claim for full-time employees is \$60 (\$40) every 2 years.

Chronic Care Coverage (new) - Benefit for full-time employees is \$10 per day for duration of stay in a chronic care institute beyond the first 60 days which are covered by OHIP.

Pension Plan
(Full-time): As negotiated under the previous agreement, employee contributions will continue to decline from 3 1/2% in 1980 to 0% in 1984.

Loblaws Limited at various centres and Westfair Foods Ltd. in Thunder Bay - Local 1000, Food and Commercial Workers* (AFL-CIO/CLC) (6,000 full-time and part-time employees): Two 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

*Previously, the Canadian Retail Employees (CLC) were the bargaining agent. Name was changed as the result of a merger.

Wages: Effective Apr. 28/80 Aug. 5/80 May 4/81

COLA Fold-in 30¢

General Increases:

	<u>Apr. 28/80</u>	<u>Aug. 5/80</u>	<u>May 4/81</u>
<u>Full-time Employees</u>			
Existing	80¢		75¢
New Hires	See note		See note
<u>Part-time Employees</u>			
Existing	60¢		60¢
New Hires	See note		See note
<u>Inequity Adjustments</u>			
(Full-time Cashiers, Service Clerks and Wrappers)		10¢	10¢
<u>Maximum Hourly Rates</u> (Full-time employees)			
Cashier, Service Clerk and Wrapper (18 months)	\$8.65 (\$7.55)	\$8.75	\$9.84**
Grocery-Produce Clerk (24 months)	\$9.41 (\$8.31)		\$10.41**
Meat Cutter (30 months)	\$9.82 (\$8.72)		\$10.84**
<u>Maximum Hourly Rates</u>			
*** (Part-time employees)	\$7.465 (\$6.565)		\$8.065

**Rates reflect the reduction in weekly hours.

***Previously separate schedules for part-time students and for part-time non-students have been combined.

NOTE: Employees on staff prior to ratification of this agreement, and on one of several wage schedules established under previous agreements, will receive the general increase. Employees hired after ratification will be placed on a new schedule determined by increasing the previous lowest schedule by amounts ranging from 50% at the start to 100% at the top rates. Top rates for all schedules are identical.

Cost of Living
Adjustments:

Quarterly adjustment of 1¢ per 0.5 point change in the Consumer Price Index - 1971=100, using April, 1980 as the base. Capped at 15¢ per year. (Formula unchanged.)

Hours of Work
(Full-time):

Effective May 4, 1981, 37 (38) per week.

Overtime Pay (Part-time):	Double time after 10:30 p.m. on any night (previously Saturdays only).
Night Premium:	Effective August 5, 1980, 80¢ (65¢) per hour.
Premium for Excess Work (Part-time):	Effective August 5, 1980, 40¢ (30¢) per hour for all hours worked in excess of 24 per week.
Call-back Pay:	Double time for all call-in hours with a minimum credit of 3 hours. (Previously, time and one-half for the first 2 hours worked and double time for additional work. Minimum credit for call-in was 3 hours pay at time and one-half.)
Customer Shopping Convenience Premium:	For work after 6 p.m., 1/2 hour paid meal period with a \$1.50 supper bonus. (Previously, 60¢ per hour worked after 6 p.m. for the first night and \$1 per hour for the second night worked in any week.) For Saturday work after 6 p.m., in addition to above supper time and bonus, a premium of \$1 per hour if the first night worked that week and \$1.50 per hour if the second night worked. (Premium rates unchanged.)
Relief Premium/ Temporary Assignments:	Effective August 5, 1980, \$1.05 (90¢) per hour when an employee relieves the Store Manager. Bakery Manager relief provision deleted.
Christmas Bonus (Part-time):	Effective in 1981, \$50 (\$40) after 3 years. Also \$20 after 1 year and \$10 after 6 months (unchanged).
Paid Holidays (Full-time):	10 (unchanged).
Holiday Pay (Part-time):	9 days per year. Minimum pay-out per eligible holiday is 6 hours of pay (unchanged).
Paid Vacation (Full-time):	4 weeks after 9 (10) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 16 years, 6 weeks after 25 years and 7 weeks after 30 years (all unchanged).
Vacation Pay (Part-time):	Effective in 1981, vacation pay equals 6% of earnings in the previous year for employees with 5 (6) years of service and 8% (new) after 10 years. Also, 4% for employees with less than 5 years of service (unchanged).
Bereavement Leave:	3 (1) days' paid leave for full time employees, in the event of death of son-in-law or daughter-in-law. Part-time employees receive time off with pay on the day of the funeral for a member of the employee's immediate family. Full-time bereavement leave provision will apply to those part-time employees who had been scheduled to work more than 24 hours in week of bereavement (new).
Jury Duty Pay:	If scheduled to work night shift and called to jury duty, may be re-scheduled to day shift (new).
Health and Welfare:	<u>OHIP (Part-time employees)</u> - Effective August 5, 1980, employer pays 100% (50%) of premium for eligible employees. Period of work for eligibility reduced. Coverage does not extend to dependents.

Semi-private Hospitalization (Full-time employees) - Effective August 5, 1980, pays differential between standard and semi-private accommodation. (Previously, maximum coverage for hospitalization in Quebec was limited to \$4 per day.)

Life Insurance (Full-time employees) - Effective August 5, 1980, \$20,000 (\$17,500) coverage.

Life Insurance for Retirees (Full-time employees) - Effective January 1, 1981, \$20,000 for employees retiring between the ages of 55 and 62. Coverage is reduced to \$17,500 upon reaching age 62. Further annual reductions reduce coverage to \$5,000 after 5 years.

For employees retiring at age 62 or older, coverage starts at \$17,500 and is thereafter annually reduced to \$5,000 after 5 years. (Previously coverage for retirements before September 19, 1978 at age 55 or older equalled the amount of coverage applicable at the time of their retirement. For retirements after September 19, 1978, coverage equalled \$17,500 until death.)

Life Insurance and Prescription Drug Plan (Part-time employees) - If coverage is provided to part-time employees in the Ontario retail food industry either through negotiations or in jointly administered health and welfare plans during the lifetime of this agreement, the employer will provide similar benefits.

Weekly Indemnity (Full-time employees) - Effective August 5, 1980, 85% (unchanged) of basic weekly wage for employees with 3 (5) or more years of service. 75% (65%) for employees with less than 3 (5) years of service. Benefits run for 26 weeks.

Optical Coverage (new) (Full-time employees) - Effective August 5, 1980, \$80 coverage during a 24-month period. Coverage applies to dependents as well.

Chiropractor Coverage (Full-time employees) - Effective August 5, 1980, up to 10 (5) visits covered in addition to the 10 visits covered by OHIP.

Pension Plan:

Past Service Pension Accruals - Effective August 5, 1980, re-calculate accruals using 1978 (1976) gross incomes.

Early Retirement - Effective January 1, 1981, no actuarial reductions for employees retiring at age 62 (63) or at age 55 with 30 years of service (new).

Employee Contributions

Effective Date	Integrated Plan	Stacked Plan
(Currently)	(5% less C.P.P.)	(5% plus C.P.P.)
Jan. 1, 1981	3% less C.P.P.	3% plus C.P.P.
Jan. 1, 1982	2.5% less C.P.P.	2.5% plus C.P.P.
Jan. 1, 1983	2% less C.P.P.	2% plus C.P.P.
Jan. 1, 1984	0	

Meal Allowance:

For employees required to stay overnight in a second community, \$3.50 (\$2) for breakfast, \$4 (\$3) for lunch, and \$7.50 (\$6) for supper.

Transportation Allowance:	26¢ (21¢) per mile with a minimum payout of \$3 (\$2.50) in the event an employee is transferred to another store in mid-shift or required to use auto for errands. If transfer is inter-urban, add \$3 (\$2.50) meal allowance.
Car Insurance (new):	Employee to be covered while driving his own vehicle on company business.

Steinberg Inc. (Miracle Food Mart Division) at various centres - Locals 175 and 633, Food and Commercial Workers* (AFL-CIO/CLC) (5,200 full-time and part-time employees): A 24-month renewal agreement effective from June 22, 1980 to June 21, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

*Previously, the Canadian Foodworkers were the bargaining agent. Name was changed as the result of a merger.

Wages:	Effective	<u>June 23/80</u>	<u>June 22/81</u>
	General Increases:		
	<u>Full-time Employees</u>		
	Existing	\$35/week	\$30/week
	New Hires	See note	See note
	<u>Part-time Employees</u>		
	Existing	65¢/hour	65¢/hour
	New Hires	See note	See note
	<u>Adjustments</u>		
	Department Managers	\$5/week	
	Deli Head Clerk	\$7.50/week	
	<u>Maximum Weekly Rates</u> (Full-time employees)		
	Service Clerk (12 months)	\$330.54 (\$295.54)	\$360.54
	Production Clerk (27 months)	\$352.54 (\$317.54)	\$382.54
	Meat Cutter (30 months)	\$381.54 (\$346.54)	\$411.54
	<u>Maximum Hourly Rate</u> (Part-time employees)		
	After 36 months	\$7.263 (\$6.613)	\$7.913

NOTE: Employees on staff prior to ratification of this agreement, and on one of several wage schedules established under previous agreements, will receive the

general increases. Employees hired after ratification will be placed on a new schedule determined by increasing the previous lowest schedule by amounts ranging from 50% at the start to 100% at the tope rates. Top rates for all schedules are identical.

Cost of Living Allowance (new) (Full-time):	4 quarterly payments of \$39 each beginning September 1980; followed by, 4 quarterly payments of \$91 each beginning September 1981.
Hours of Work (Full-time):	Effective June 22, 1981, 37 (38) per week.
Night Shift Premium:	80¢ (65¢) per hour.
Paid Holidays (Full-time):	10 days, plus Heritage Day if proclaimed by statute (unchanged).
Holiday Pay (Part-time):	Holiday pay according to statute for 9 statutory holidays plus Heritage Day if proclaimed. Employees with 5 or more years of service receive a minimum of 6 hours of pay for each holiday (unchanged).
Paid Vacation (Full-time):	4 weeks after 9 (10) years' service. Also 2 weeks after 10 months, 3 weeks after 5 years, 5 weeks after 16 years and 6 weeks after 25 years (all unchanged).
Vacation Pay (Part-time):	3 weeks with 8% of previous years' earnings after 10 years' service (new). For less than 10 years of service, employees receive vacation pay: 4% for employees with less than 5 years, 6% for employees with 5 to 10 years.
Bereavement Leave (Part-time):	Up to 3 (1) days for bereavement of a spouse, child or parent. Up to 1 day for bereavement of other relatives (unchanged).
Jury Duty (Part-time):	Employer pays the difference between court fees and time lost when serving on a jury or subpoenaed by the Crown as a witness (new).
Maternity Leave:	Up to 6 (3) months following birth.
Health and Welfare:	<u>Special Fund to Extend or Upgrade Coverage (new)</u> - Effective January 5, 1981 the employer will contribute a supplementary sum equal to .3¢ per hour for each regular hour worked by full-time and part-time employees. Fund to be administered by a joint labour/management committee. Payment of premiums by the employer for existing plans remains unchanged.
Supper Bonus:	Effective August 18, 1980, \$2.75 (\$2.50).

EDUCATION AND RELATED SERVICES

University of Windsor - Local 210, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 280 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/80	May 1/81
	Increases	8% - 11%	8% - 10%
	<u>Monthly Rates</u>		
	Secretarial/Clerical C	\$698.19-\$773.19 (\$629.00-\$817.00)	\$768.00-\$843.00
	Scientific Buyer	\$1,326-\$1,616 (\$1,149-\$1,414)	\$1,459-\$1,749
	Probationary period is 60 working days. Maximum rates for Secretarial/Clerical C are reached after 3 (4) years and for Scientific Buyer after 5 years.		
Shift Premium:	Effective May 1, 1981, 0-27¢-33¢. (Previously, 0-22¢-27¢ for computer centre employees only.)		
Weekend Premium (new):	30¢ per hour for employees on a 7 day operation.		
Paid Vacation:	15 days after 3 (4) years' service, 20 days after 12 (13) years and 25 days after 19 (20) years.		

HEALTH AND WELFARE SERVICES

Queensway General Hospital at Toronto - Ontario Nurses' Association (Ind.):
Two 24-month renewal agreements effective from October 1, 1978 September 30, 1980, covering 330 employees settled by arbitration. Duration of negotiations - 24 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 1% non-compounded
	<u>Full-time</u> (monthly rates)		
	Graduate Nurse* 0-7 years	\$1,313.20-\$1,528.00 (\$1,223.20-\$1,423.25)	\$1,403.20-\$1,632.66
	Registered Nurse* 0-7 years	\$1,360.00-\$1,573.00 (\$1,270.00-\$1,470.00)	\$1,450.00-\$1,676.00
	Assistant Head Nurse 0-7 years	\$1,411.00-\$1,629.00 (\$1,318.69-\$1,518.69)	\$1,503.31-\$1,731.31
	<u>Part-time**</u> (tour rates)		
	Registered Staff Nurse (0-1400 tours)	\$62.77-\$72.60 (\$59.22-\$68.45)	\$66.92-\$77.35

*Special Start Rates - Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,227 (\$1,143.20) per month. Effective October 1, 1979, \$1,308.

**Rates exclude pay in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (\$0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Sick Leave Plan: Effective November 1, 1979, 1.5 (1.25) days per month. Maximum accumulation of 120 (100) days.

Bereavement Leave: Effective August 30, 1980, sister-in-law and brother-in-law included in up to 3 (1) days' paid leave.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for a preventative plan with payments based on the current Ontario Dental Association fee schedule.

Mileage Allowance: Effective August 30, 1980, 22¢ (15¢) per mile.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 12% (8%) of basic pay.

Halton Regional Municipality, Centennial Manor Home for the Aged at Milton - Canadian Union of Operating Engineers (CCU): A 9-month first agreement effective from August 25, 1980 to May 29, 1981, covering 225 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	May 23/79	Jan.23/80	Sept.23/80
General Increases		33¢	21¢	23¢
Group I (includes Housemaid)		\$4.61-\$5.21	\$4.82-\$5.42	\$5.05-\$5.65
Group V (includes R.N.A.)		\$5.54-\$6.14	\$5.75-\$6.35	\$5.98-\$6.58
Group IX (includes 4th Class Engineer)		\$6.71-\$7.46	\$6.92-\$7.67	\$7.15-\$7.90

Probationary period is 3 months. Maximum rates are reached after one 6-month and two 12-month increases.

Hours of Work: 40 hours per week or 80 hours in a two-week period, including a 30-minute paid lunch break.

Overtime Pay: Time and one-half after 8 hours per shift or after 80 hours in a two-week period.

Holiday Pay: Time and one-half for all hours worked, or a day off in lieu.

Paid Holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Boxing Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and 1 floating holiday are recognized for a total of 11 days.

Paid Vacation: 3 weeks after 4 years' continuous service, 4 weeks after 12 years and 5 weeks after 21 years.

Paid Training Leave: Employer pays regular pay and tuition fees for employees required to take training courses.

SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from June 19, 1980 to June 18, 1982, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 19/80</u>	<u>June 19/81</u>
	General Increases	10 1/2%	10%
	<u>Weekly Rates</u>		
	Clerk Grade I	\$182.00-\$196.00 (\$164.50-\$177.50)	\$200.00-\$216.00
	Maintenance Electrician	\$354.50-\$378.00 (\$321.00-\$342.00)	\$390.00-\$416.00
	Engineering Technologist Grade II	\$427.00-\$484.50 (\$386.50-\$438.50)	\$469.50-\$533.00

Maximum rates for Clerk Grade I and Maintenance Electrician are reached upon completion of the 6-month probationary period. Maximum rates for Engineering Technologist Grade II are reached after 3 annual increases.

Shift Premium: 0-35¢-41¢ (0-28¢-34¢).

Weekend Premium: 35¢ per hour for janitors working Friday midnight to 8.00 a.m. (new): Monday.

Paid Holidays: Effective in 1981, 1 additional floating day is added, for a total of 12 days.

Paid Vacation: 3 weeks after 3 (5) years' service and 4 weeks after 10 (12) years.

Health and Welfare: Employees who have completed the 6-month probationary period are eligible for all benefits. (Previously, after 1 year of service.)

Dental Plan (new) - Employer contributes 100% of premium costs toward a basic preventative plan, for employees with 1 year of service. Employees with 6 months' service may be covered under the plan at their own expense. Payments are based on the 1980 Ontario Dental Association fee schedule.

Meal Allowance (new): \$3 after 11 1/2 hours per day. Effective in 1981, \$3.50 after 11 hours.

Safety Shoe Allowance: \$35 (\$20) per year, where required.

Travel Allowance: \$23.20 (\$21) per week for inspectors. Effective in 1981, \$25.53.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CLC) (2,950 electronics group employees): A 21 1/2-month renewal agreement effective from August 1, 1980 to May 11, 1982, with wages retroactive to May 12, 1980, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	May 12/80	Feb. 12/81	Sept. 12/81	Mar. 12/82
Increases	8%	5.5%	4.5%	2.5%

Annual Rates

EL-1	\$11,957-\$16,271 (\$11,071-\$15,066)	\$12,615-\$17,166	\$13,183-\$17,938	\$13,513-\$18,386
EL-4	\$19,873-\$22,460 (\$18,401-\$20,796)	\$20,966-\$23,695	\$21,909-\$24,761	\$22,457-\$25,380
EL-9	\$31,190-\$34,903 (\$28,880-\$32,318)	\$32,905-\$36,823	\$34,386-\$38,480	\$35,246-\$39,442

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-\$2.40-\$2.80 (0-\$2.30-\$2.80) per shift. Effective May 12, 1981, 0-\$2.50-\$2.90.

Weekend Premium: 35¢ (30¢) per hour. Effective May 12, 1981, 40¢.

Shift Change Premium (operating): Effective August 1, 1980, \$45.90 (\$42.50). Effective February 12, 1981, \$48.45. Effective September 12, 1981, \$50.65. Effective March 12, 1982, \$51.90.

Change in Employee Status (operating/non-operating): Effective August 1, 1980, \$45.00 (\$42.50). Effective February 12, 1981, \$48.45. Effective September 12, 1981, \$50.65. Effective March 12, 1982, \$51.90.

Schedule	Effective August 1, 1980, first and second day, \$38.20 (\$35.35).
Change Premium	Effective February 12, 1981, \$40.30. Effective September 12,
(non-operating):	1981, \$42.10. Effective March 12, 1982, \$43.15.
	Effective August 1, 1980, third, fourth and fifth day, \$43.20
	(\$40.35). Effective February 12, 1981, \$45.30. Effective
	September 12, 1981, \$47.10. Effective March 12, 1982, \$48.15.
	Effective August 1, 1980, sixth and subsequent days, \$48.20
	(\$45.35). Effective February 12, 1981, \$50.30. Effective
	September 12, 1981, \$52.10. Effective March 12, 1982, \$53.15.
Aboard Ship	Effective August 1, 1980, \$45.90 (\$42.50). Effective February
Premium:	12, 1981, \$48.45. Effective September 12, 1981, \$50.65.
	Effective March 12, 1982, \$51.90.
Designated	Cancellation of lieu days for operating employees, except those
Holidays	at isolated posts with an Environment Allowance Classification 1,
Lieu Days	2 or 3 or aboard ship away from home port, and non-operating
Premium:	employees at isolated posts with an Environment Allowance
	Classification of 4 or 5 (4, 5 or 6) - August 1, 1980, \$45.90
	(\$42.50); February 12, 1981, \$48.45; September 12, 1981, \$50.65
	and March 12, 1982, \$51.90.
	Liquidation of lieu days for all employees at end of fiscal year
	- August 1, 1980, \$129.20 (\$119.60); February 12, 1981, \$136.20;
	September 12, 1981, \$142.40 and March 12, 1982, \$145.90.
Standby	\$6 (\$4.75) for each 8-hour period or portion thereof.
Premium:	
Sea Duty	\$3.75 (\$3.50) per night for a period of 4 consecutive nights or
Premium:	more at sea.
Temporary	For assignments away from headquarters area, effective August 1,
Assignment	1980, \$45.90 (\$42.50); February 12, 1981, \$48.45; September 12,
	1981, \$50.65; March 12, 1982, \$51.90.
Dirty Work	Time and one-half for working in bilges and/or spaces below the
Premium:	bottom deck plates (new).
Flying Pay:	\$50 (\$45) per month when required to perform duties in flight for
	a minimum of 15 hours each quarter. Effective May 12, 1981, \$55.
Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service, also 3 weeks after 1 year
	and 4 weeks after 10 years (unchanged).
Overtime Meal	\$2.75 (\$2.50) after 3 or more hours of overtime immediately
Allowance:	before scheduled hours of work. Effective May 12, 1981, \$3.
	\$3.50 (\$3.25) after 3 or more hours immediately following regular
	hours of work and \$2.75 (\$2.50) after the next 4 hours.
	Effective May 12, 1981, \$3.75 and \$3, respectively.
Call-back	\$2.75 (\$2.50) after 4 hours' overtime and a further \$2.75 for
Meal Allowance:	each subsequent 4-hour period. Effective May 12, 1981, \$3.

Sea Trials' Allowance:	Submarine trials' allowance of 25% of basic hourly rate for each 1/2 hour period (previously undefined).
Diving Duty Allowance:	\$6.50 (\$4) per hour.
Penological Factor Allowance:	Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.
Severance Pay:	1 week's pay per year of service to maximum 27 weeks for an employee who has more than 1 year of continuous service and is rejected on probation (new).
National Joint Council Agreements:	Any agreement concluded by the NJC of the Public Service which may be included in a collective agreement will form part of this agreement after December 6, 1978, subject to the P.S.S.R.A. (new).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (2,200 engineering and land survey group employees): An 18-month renewal agreement effective from September 11, 1980 to March 14, 1982, with wages retroactive to March 17, 1980, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	Mar. 17/80	Sept. 17/80	Mar. 16/81
General Increases	7%	5%	9%	
	(except for ENG-1 and SUR-1)			
	<u>Annual Rates</u>			
EN-ENG-1	\$15,000-\$19,596 (\$12,773-\$18,314)	\$15,750-\$20,576	\$17,168-\$22,428	
EN-ENG-4	\$28,894-\$32,357 (\$27,004-\$30,240)	\$30,339-\$33,975	\$33,070-\$37,033	
EN-ENG-6	\$37,099-\$41,392 (\$34,672-\$38,684)	\$38,954-\$43,462	\$42,460-\$47,374	

Hours of Work:	37 1/2 hours per week (unchanged). Optional flexible hours averaging 37 1/2 per week over a 14 calendar day period may be granted upon request (new).
Acting Pay:	Qualifying period 20 working days (30 calendar days).
Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
Overtime Meal Allowance:	\$3.75 (\$3.25) for 3 hours or more of overtime. Second meal in overtime period, \$2.50 (new).
Severance Pay:	1 week's pay per year of service to a maximum benefit of 26 weeks for an employee who has more than 1 year of continuous service and ceases to be employed by reason of release.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (1,450 nursing group employees): A 16 1/2-month renewal agreement effective from August 12, 1980 to December 20, 1981, with wages retroactive to December 24, 1979, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:

Effective	<u>Dec. 24/79</u>	<u>Sept. 29/80</u>	<u>Feb. 2/81</u>	<u>Oct. 26/81</u>
Average Increases	9.2%	6.5%	8.9%	5.6%

Annual Rates

NU-HOS-3

Atlantic Region	\$14,886-\$18,147 (\$13,783-\$16,300)	\$15,779-\$19,236	\$16,568-\$20,198	\$16,899-\$20,602
Quebec	\$15,876-\$20,362 (\$14,700-\$18,335)	\$16,987-\$21,787	\$18,431-\$23,639	\$19,537-\$25,057
Ontario	\$17,586-\$21,005 (\$16,283-\$18,997)	\$18,729-\$22,370	\$20,134-\$24,048	\$20,637-\$24,649
Manitoba	\$16,499-\$19,353 (\$15,277-\$17,479)	\$17,654-\$20,708	\$19,066-\$22,365	\$20,210-\$23,707
Saskatchewan	\$16,326-\$18,849 (\$15,117-\$16,986)	\$17,469-\$20,168	\$18,867-\$21,781	\$19,999-\$23,088
Alberta	\$16,499-\$19,353 (\$15,277-\$17,479)	\$17,654-\$20,708	\$19,066-\$22,365	\$20,210-\$23,707
British Columbia	\$17,655-\$21,059 (\$16,347-\$18,974)	\$18,891-\$22,533	\$20,402-\$24,336	\$21,626-\$25,796
Yukon and Northwest Territories	\$17,586-\$21,005 (\$16,283-\$18,997)	\$18,729-\$22,370	\$20,134-\$24,048	\$20,637-\$24,649

Hours of Work: 37 1/2 per week (unchanged).

Overtime Pay: Calculations based on each 15 (30) minutes worked.

Shift Premium: 0-\$2.50-\$2.50 (0-\$2.25-\$1.75) per shift.

Weekend Premium: 30¢ (25¢) per hour for regularly scheduled work on a Saturday or Sunday.

Acting Pay: Qualifying period of 5 (10) consecutive working days. For positions up to and including HOS-4 and CHN-4, 3 consecutive working days (unchanged).

Holiday Pay: Time and one-half for the first 7 1/2 hours and double time thereafter (previously time and one-half for all hours).

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 2 (3) years' service, 5 weeks after 22 (25) years and 3 weeks after 1 year (unchanged).

Meal Allowance: \$3.50 (\$3.25) after 3 hours' overtime.

Responsibility Allowance: Position NU-HOS-5 (To receive allowance position must include the duties of Assistant Director of Nursing on a continuing basis.)

	<u>Dec. 24/79</u>	<u>Dec. 22/80</u>
Whitehorse General Hospital - Y.T.	\$660	\$795
Inuvik General Hospital - N.W.T.	(\$550)	
Moose Factory General Hospital - Ont.		
Sioux Lookout, Indian Hospital - Ont.		

Education Allowance: Positions NU-HOS-1 to NU-HOS-4 and NU-CHN-1 to NU-CHN-4 (To receive allowance must utilize post-graduate nursing training or education in the performance of duties.)

	<u>Dec. 24/79</u>	<u>Dec. 22/80</u>
(a) Recognized specialty training course, 3-6 months	\$195 (\$160)	\$235
(b) Recognized specialty training course, 7-12 months	\$300 (\$250)	\$360
(c) One year university course in Administration, Public Health or Teaching and Supervision	\$540 (\$450)	\$650
(d) Bachelor's degree in nursing	\$660 (\$550)	\$/95
(e) Master's degree (new)	\$950	\$1,200

Penological Factor Allowance: Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100% according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (875 information services group employees): A 3-month renewal agreement effective from September 26, 1980 to December 23, 1980, with wages retroactive to December 24, 1979, settled by arbitration. Duration of negotiations - 11 months.

Wages: Effective Dec. 24/79

General Increase 8.5%

Annual Rates

IS-1	\$12,065-\$19,269 (\$11,120-\$17,759)
IS-3	\$23,516-\$26,317 (\$21,674-\$24,255)
IS-5	\$31,772-\$35,698 (\$29,283-\$32,901)

Hours of Work: 37 1/2 per week (unchanged). An employee has the right to select and request flexible hours between 7 a.m. and 6 p.m. and such request shall not be unreasonably denied (new).

Standby Pay: \$6 (\$5) per 8-hour period on a regular work day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Bereavement Leave: On request, the Deputy Head of a department, may after considering the particular circumstances involved, grant leave with pay for a greater period than already provided (new).

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Meal Allowance: \$4 (\$3.25) after 3 hours overtime and \$3 (\$2.50) after 4 additional hours.

ADDENDUM

May 1980 Settlement

CONSTRUCTION

The Utility Contractors Association of Ontario - Ontario Provincial District Council, Labourers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 26, 1980 to April 30, 1982, covering 500 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 3 months. Previous agreement expired April 30, 1980.

Wages:	Effective	May 26/80	Nov. 1/80
	Increases	31¢-57¢	21¢-30¢
	<u>Labourer, unskilled</u>		
	Region 1(1)-Windsor	\$ 9.92 (\$9.50)	\$10.22
	Region 2(1)-London	\$8.61 (\$8.12)	\$8.88
	Region 3-Hamilton	\$9.55 (\$9.16)	\$9.76
	Region 5(1)-Oshawa	\$7.68 (\$7.37)	\$7.93
	Region 5(2)-Ottawa	\$8.06 (\$7.56)	\$8.31
	Region 6-Toronto	\$10.00 (\$9.43)	\$10.25

Effective	May 1/81	Nov. 1/81
Increases	36¢-61¢	23¢-31¢
Region 1(1)	\$10.83	\$11.12
Region 2(1)	\$9.43	\$9.69
Region 3	\$10.12	\$10.43
Region 5(1)	\$8.32	\$8.57
Region 5(2)	\$8.80	\$9.03
Region 6	\$10.70	\$11.00

Call-out Pay: Effective January 1, 1981, a minimum of 4 hours' pay for emergency or trouble jobs. Time and one-half for work after 6 p.m. daily and double time on Sunday and Statutory Holidays.

Vacation Pay: 10% (9%) for Locals, 837, 607 and 1036. Effective May 1, 1981, 10% (9%) for Local 183.

Health and Welfare: Regions 2, 3, 4 and 5 - Effective August 4, 1980, 68¢ per hour worked for Local 1059, 73¢ for Locals 1081 and 597, and 75¢ for Locals 837 and 1036 (previously 63¢ for all Locals). Effective November 1, 1980, 78¢ for Local 1081. Effective May 1, 1981, 85¢ for Local 1036 and 90¢ for Local 837.

Region 1(1) - Effective August 4, 1980, 35¢ (15¢) per hour worked for Local 625 and 20¢ (15¢) for Local 749.

Region 6 - Effective August 4, 1980, 65¢ (63¢) per hour worked. Effective May 1, 1981, 70¢.

Pension Fund: Region 1 - Effective August 4, 1980, 70¢ (40¢) per hour worked for Local 749. Effective May 1, 1981, 35¢ (30¢) per hour worked for Local 1089.

Region 2, Local 1081 - Effective May 1, 1981, 40¢ (30¢) per hour worked.

Region 3, Local 837 - Effective November 1, 1980, 40¢ (30¢) per hour worked. Effective May 1, 1981, 50¢.

Regions 4 and 5, Locals 597 and 247 - Effective August 4, 1980, 40¢ (30¢) per hour worked. Effective May 1, 1981, 50¢ for Local 597.

Region 6 - Effective November 1, 1980, 20¢ (10¢) per hour worked.

Board Allowance: \$16 (\$15) per day within a 120 (160) kilometer radius of the company base of operations and \$25 (\$17) per day beyond the 120 (160) kilometer radius.

Mileage Allowance: 16¢ (13¢) per kilometer each way. Effective May 1, 1981, 18¢.

June 1980 Settlements

EDUCATION AND RELATED SERVICES

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 356 employees, settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/80	Jan. 1/81
	Increases	7%	1.8%
	Teacher-Category D 0-5 years	\$11,140-\$14,421 (\$10,411-\$13,478)	\$11,348-\$14,691
	Teacher-Category A1 0-11 years	\$13,571-\$25,785 (\$12,683-\$24,098)	\$13,824-\$26,267
	Teacher-Category A4 0-12 years	\$17,642-\$31,890 (\$16,488-\$29,804)	\$17,972-\$32,486
Responsibility	Principals	\$8,048 (\$7,520)	
Allowances:	Vice-Principals and Consultants	\$2,622 (\$2,450)	
	Lead Teachers	\$562 (\$525)	
	Principals' Alternate	\$107 (\$100)	
	Supervisor of Special Education	\$4,013 (\$3,750)	

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 440 employees, settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/80	Jan. 1/81
	Increases	7%	1.8%
	Teacher-Category I 0-11 years	\$13,571-\$25,785 (\$12,683-\$24,098)	\$13,824-\$26,267
	Teacher-Category IV 0-12 years	\$17,642-\$31,890 (\$16,488-\$29,804)	\$17,972-\$32,486
	Principal 0-3 years	\$40,430-\$43,551 (\$37,785-\$40,702)	\$41,186-\$44,365
	Vice-Principal 0-3 years	\$35,781-\$39,129 (\$33,440-\$36,569)	\$36,450-\$39,860

Early Retirement
Incentive Plan
(new):

Designed to relieve redundancy pressures. Teachers who qualify may declare themselves available for the special early retirement pool for matching with teachers threatened with redundancy. Payments are made in two equal installments for each year of eligibility. In the event of death, payments will be made to the estate of the participating teacher for the period the teacher would have been eligible.

HEALTH AND WELFARE SERVICES

Belleville General Hospital - Local 58, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 296 employees, settled by arbitration in June, 1980. Duration of negotiations - 20 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Head Nurse 0-7 years	\$1,480.45-\$1,716.92 (\$1,383.60-\$1,604.60)	\$1,577.30-\$1,829.64
	<u>Part-time</u> (tour rates)		
	Registered Staff Nurse 0-1400 tours	\$69.04-\$79.86** (\$63.30-\$73.28)	\$74.95-\$86.63**

*Special Start Rates - Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month effective October 1, 1978. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,201.94 (\$1,048.31) per month effective October 1, 1978. Effective October 1, 1979, \$1,280.57

**Includes the 12% add-on in lieu of fringe benefits.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (\$0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: 9 designated days plus 2 floating days (unchanged).

Vacation Pay: 10% (new) after 22 years' service.

Health and Welfare: Extended Health Care (new) - Employer pays 50% of premium costs for a plan providing prescription drug and private room coverage.

Dental Plan (new) - Employer pays 50% of premium costs for a plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.

Responsibility Allowances: Payment is retroactive to the commencement of the assignment, if it is for a period of 2 (4) days or more.

July 1980 Settlements

TRANSPORTATION

Canadian Pacific Air Lines Ltd., system-wide - Lodge 764, Machinists (AFL-CIO/CLC)
(1,750 air transportation, field maintenance, shop and stores employees): A 24-month renewal agreement effective from June 2, 1980 to June 1, 1982, settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 2/80</u>	<u>June 2/81</u>
	General Increases	12%	10%
	<u>Monthly Rates</u>		
	Maintenance Clerk I	\$864.18-\$975.48 (\$771.59-\$870.96)	\$950.60-\$1,073.03
	Helper	\$1,433.70 (\$1,280.09)	\$1,577.07
	Mechanic	\$1,768.96-\$2,045.41 (\$1,579.43-\$1,826.26)	\$1,945.86-\$2,249.95
	Aircraft Inspector	\$2,362.86 (\$2,109.70)	\$2,599.15

Classification Adjustments: Prior to the June 2, 1980 general increase, adjustment were made to various classifications including Tool Crib Attendant, Interior Cleaner, Lead Station Attendant and Laundry Worker.

Hours of Work: 37.5 per week (unchanged).

Shift Premium: Regular Shift - 0-36¢-43¢ (0-31¢-38¢).
Irregular Shift - 47¢ (42¢) per hour.

Certificate Premium Pay: Effective June 2, 1980;
10¢ per hour for personnel in the Aircraft Machinist and Ground Equipment Maintenance classifications who hold a Provincial or Interprovincial Trades Qualification Certificate valid for the Province in which they are employed (new);

10¢ per hour for Building Maintenance Mechanic holding a valid Third Class Engineer Certificate of Competency issued pursuant to the Boiler Inspection Act of the province where he is employed by CP Air and hired primarily to perform duties on equipment under the Act (new);

10¢ per hour for Aircraft Mechanics holding a Company Airworthiness Certification Authority endorsed for one type of aircraft on which they normally can be expected to work (unchanged) and 20¢ per hour for those who are endorsed for two (new);

20¢ (10¢) per hour for Avionics Mechanics upon successful completion of all Avionics systems courses on a second aircraft operated by the Company.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 15 (20) years' service and 3,750 (5,000) cumulative working days of service. Also 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged).

Health and Welfare: Dental Plan - Effective January 1, 1981, coverage under Plan "B" is increased to 75% (50%). Maximum annual benefit per employee and per listed beneficiary \$2,000 (new).

Pension Plan: A letter of understanding will be written subject to the provisions of Rule 36 of the Pension Plan rules, and acceptance by the Federal Government Department of Insurance and Revenue Canada Taxation, as follows:

Effective January 1, 1981, Rule 15 will be amended to provide the participating employee an option at the time of retirement to elect a survivor benefit payable on the pensioner's death, equal to 70% of the pension benefit payable to the pensioner, subject to the employee's marriage predating his retirement by at least 3 years. The cost of this increased survivor benefit will be recovered by the full actuarial reduction in the employee's pension benefit. The employee to qualify must have completed 10 (15) years of allowable service.

Technological Change (new): Any necessary instruction or training will be done at the employees' regular rates and during scheduled working hours.

Contracting Out (new): Company to advise Union in writing in cases where it has decided to sub-contract a significant amount of work. Prior to any layoff the Union may request a review to reassess the practicability of performing sub-contracted work within the Company.

Safety Footwear Allowance: Effective January 1, 1981, reimbursement to maximum \$40 every 12 (24) months.

Supplemental Benefit Program: Effective January 1, 1981, employer contributes 0.5% of payroll cost. (Previously, amount was not specified.)

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation at Toronto - Local 767, Canadian Union of Public Employees (CLC) (680 maintenance employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled by arbitration in July, 1980. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	9%	9%
	Labourer	\$8.01 (\$7.35)	\$8.73
	Truck Driver	\$8.32 (\$7.63)	\$9.07
	Stationary Engineer 2nd Class	\$9.70 (\$8.90)	\$10.57
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-45¢-45¢ (0-35¢-35¢).		
Resident Caretaker Premium:	40¢ (35¢) per hour from 4:30 p.m. to midnight, when required to be on-site.		
Paid Holidays:	11 (unchanged).		
Health and Welfare:	<u>Long Term Income Protection Plan</u> - Employer pays 100% (80%) of premium.		

Negotiations in Progress during August 1980 covering 200 or more Employees

Employer and Location	Union	No. of Emp'ls.	Neg'n Stage
A and P Stores, province-wide	Food and Commercial Workers (AFL-CIO/CLC)	5,435	B
Abitibi Price Inc. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.)	Carpenters (AFL-CIO/CLC) (woods empls.)	1,000	B
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	530	B
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC) (production and maintenance empls.)	950	B
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	500	MED/WS
Arrowhead Metals Ltd., Toronto	Auto Workers (CLC)	625	WS
Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	950	B
Endix Heavy Vehicle Systems, Ltd., London	Auto Workers (CLC)	374	CO
Foots Drug Stores Canada Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	B
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Front County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	B
Gutler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC)	500	B
Canada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	1,275	B
Canadian Coleman Co. Ltd., Toronto	CLC Directly Chartered	320	B
Canadian Parcel Delivery, province-wide	Railway Clerks (AFL-CIO/CLC) (drivers, dockmen and casual labour)	440	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	615	CO
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	400	B
Cikent Corp., northern Ontario	CUPE (CLC)	325	B
Connaught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	CO
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	800	CO
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	259	B
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC)	600	B
Dominion Stores Ltd., northern Ontario and Sault Ste. Marie	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	750	CO
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	450	CO
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	1,150	PO
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	B
Domtar Inc., Packaging Group Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	500	B
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	237	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Board of Education	CUPE (CLC)	350	MED
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	MED
Eastern Provincial Airways, province-wide	Machinists (AFL-CIO/CLC)	252	CO
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,000	B
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	290	MED
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	507	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	530	B
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
General Tire of Canada Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	610	PCB
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	300	CO
G.F. Goodrich Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	795	B
Government of Canada (Treasury Board)	PIPS (Ind.) (defence scientific service)	450	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Government of Canada (Treasury Board)	Public Service Alliance (PSAC) (CLC) (library science group)	410	
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	825	
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,350	
Haley Industries, Inc., Haley	Steelworkers (AFL-CIO/CLC)	325	
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	375	
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.) (production empls.)	550	
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	
Hawker Siddeley Canada Ltd., Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	405	
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	350	M
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260	

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	780	B
Leprite Products Ltd., Brantford	Employees' Assn. (Ind.)	300	B
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Timberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	830	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
St. Catharines City Corp.	Fire Fighters (AFL-CIO/CLC)	214	B
Yak Canada Ltd., Brampton and Mount Dennis	Employees' Assn. (Ind.) (production and distribution empls.)	1,250	B
Boehler Manufacturing Co. Ltd. (Plant 5), Stratford	Upholsterers (AFL-CIO/CLC)	288	MED/WS
Fronts and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Lesquesne Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	241	B
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
Front County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	B
Blaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	1,400	B
London City Board of Education	CUPE (CLC)	400	MED/WS
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
Donnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	525	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	4,365	
McMaster University (Grounds and Buildings), Hamilton	Service Employees (AFL-CIO/CLC)	280	
MacK Trucks Canada Ltd. (Manufacturing Div.), Oakville	Machinists (AFL-CIO/CLC)	223	
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	400	P
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	5,300	P
Mattabi Mines Ltd. (Mine and Plant Operations), Ignace	Steelworkers (AFL-CIO/CLC)	300	ME
Metro Toronto News Co. - Western Ontario Distributors Ltd., Barrie, London and Toronto	Teamsters (Ind.)	300	
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/CLC)	500	
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	M
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MI
North York Public Library Board	CUPE (CLC) (clerical and maintenance empls.)	290	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ntario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	PMB
ntario Hydro	Office Employees (AFL-CIO/CLC)	260	B
ntario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	MED/WS
ttawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
ttawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
ttawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	ARB
ttawa City Corp.	Police Assn. (Ind.)	540	ARB
ttawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empl.)	14,000	B
ttawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	260	CO
ttboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC) (plant empl.)	700	B
xford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
el Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
mbroke General Hospital	CUPE (CLC) (office, clerical, technical technologists, service and mainten- ance empl., full-time and part-time empl.)	210	B
orth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365	B
orth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	B
terborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,600	
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers, Carpenters, Plumbers, and Painters (AFL-CIO/CLC)	380	ME
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250	M
Ryerson Polytechnical Institute Toronto	Faculty Assn. (Ind.) (instructors)	550	
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	382	
Scarborough Centenary Hospital Assn.	CUPE (CLC)	435	
J. M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	2,100	
Sklar Furniture Ltd., Chair Div., Toronto	Upholsterers' (AFL-CIO/CLC)	230	
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	375	
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	700	
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical workers (IBEW) (AFL-CIO/CLC)	1,420	
Standard Products (Canada) Ltd., Stratford	Natl. Council of Cdn. Labour (Ind.)	266	
Steinberg Inc. (Miracle Mart Div.) Toronto and other centres)	Food and Commercial Workers (AFL-CIO/CLC)	515	
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	
Sunnybrook Hospital and 4 others, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	845	AR

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	484	B
Toronto Area School Boards	Ont. Secondary School Teachers' Fed. (Ind.)	3,635	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	B
Toronto Dress and Sportswear Manufacturers' Guild (Dress and Sportswear Divs.), Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,164	B
Toronto Public Library Board	CUPE (CLC)	300	CO
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (AFL-CIO/CLC) (hourly-rated maintenance and office empls.)	1,115	B
United-Carr, Div. of TRW Canada Ltd., Brantford	Auto Workers (CLC)	509	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	450	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westeel-Rosco Ltd., (Atlantic Ave., Belfield Road and Medulla Ave., Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	315	MED/WS
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	320	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	ARB
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	PCB
Woolley Woods Ltd. (Hosiery and Underwear Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	550	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	B

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	B
York University, Toronto	Cdn. Union of Educational Workers (Ind.) (unit 1)	390	B
York University, Toronto	Cdn. Union of Educational Workers (Ind.) (Unit 2)	400	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950	B
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,860	B
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,775	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian Pacific Express Ltd. (Canadian Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	B
CIP Containers, Que. and Ont.	Energy and Chemical Workers (CLC) and Cnd. Paperworkers (CLC)	850	B
CP Air, system-wide**	Air Line Pilots (Ind.)	700	B
CP Air, system-wide**	Railway Clerks (ALF-CIO/CLC)	1,485	B
E.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	B

**Federal jurisdiction

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada, (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada, (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada, (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	WS
Government of Canada, (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada, (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	300	B
Government of Canada, (Treasury Board)**	PIPS (Ind.) (meteorology group)	231	B
Government of Canada, (Treasury Board)**	PIPS (Ind.) (physical sciences group)	390	MED
Government of Canada, (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	B
Government of Canada, (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	48,870	CB
Government of Canada, (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CB
Government of Canada, (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	B
Government of Canada, (Treasury Board)**	PSAC (CLC) financial administration group)	1,875	B
Government of Canada, (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non- supervisory and supervisory empls.)	2,855	B
Government of Canada, (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	B
Timberly-Clark of Canada Ltd. Que., Ont., and Man.	Cdn. Paperworkers (CLC) (production empls.)	880	PCB
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scienti- fic category) (research officers and research council officers)	850	B

*Federal jurisdiction

Negotiations in Progress during August 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	530	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Food and Commercial Workers (AFL- CIO/CLC)	1,020	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980

Employer and Location	Union	No. of Empls.
Canada (Sales and Service Branch), Province-wide	Cdn. Air Line Employees (CLC)	1,083
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC) (production and maintenance empls.)	950
Levinville General Hospital	Ont. Nurses' Assn. (Ind.)	281
Food Stores Canada Ltd., Province-wide	Food and Commercial Workers (AFL-CIO/CLC)	600
Joseph Brant Memorial Hospital, Kitchener	CUPE (CLC)	325
Joseph Brant Memorial Hospital, Kitchener	Ont. Nurses' Assn. (Ind.)	290
Stamps Canada Ltd., Toronto	Teamsters (Ind.)	260
Canadian Coleman Co. Ltd., Toronto	CLC Directly Chartered	320
Duke-McMaster Hospital, Hamilton	CUPE (CLC) (maintenance, service and nursing assistants)	449
Computing Devices Co., Div. of Control Data Ltd., Ottawa and Stittsville	Employees' Assn. (Ind.)	411
Steel Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	259
Peel-River Roman Catholic Separate School Board	CUPE (CLC)	300
Strohmeier Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,000
George W. Endress Co. Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	224
St. Joseph General Hospital	Ont. Nurses' Assn. (Ind.)	222
F. Goodrich Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	795
St. Mary's Forest Products Ltd., Kitchener	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	825

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980 (Cont'd)

Employer and Location	Union	No. Empl.
Great Lakes Paper Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	265
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time empls.)	300
Haley Industries Inc., Haley	Steelworkers (AFL-CIO/CLC)	325
Hamilton Civic Hospitals	CUPE (CLC)	1,600
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.)	506
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (part- time empls.)	244
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.) (produc- tion empls.)	550
Hawker Siddeley Canada Ltd., Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	405
Hotel Dieu Hospital, St. Catharines	CUPE (CLC)	300
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full- time and part-time empls.)	200
Humber Memorial Hospital, Toronto	CUPE (CLC)	228
Keeprite Products Ltd., Brantford	Employees' Assn. (Ind.)	300
Kingston General Hospital	CUPE (CLC) (office empls.)	248
Kingston General Hospital	CUPE (CLC)	400
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	500
Kruger Pulp and Paper Ltd., Packaging Div., Toronto	Cdn. Paperworkers (CLC)	200
Laurentian Hospital, Sudbury	CUPE (CLC)	231
McMaster University (Grounds and Buildings), Hamilton	Service Employees (AFL-CIO/CLC)	280
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	5,300
Montfort Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	263

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
t Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC)	211
onal Defence, Communications curity Establishment, Ottawa	Public Service Alliance (PSAC) (CLC) (communications officer group)	329
h York General Hospital	CUPE (CLC)	332
h York General Hospital	Ont. Nurses' Assn. (Ind.)	310
hwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	240
wa General Hospital	CUPE (CLC)	637
wa General Hospital	Ont. Nurses' Assn. (Ind.) (full- time empls.)	339
wa Civic Hospital	CUPE (CLC) (non-medical empls.)	1,300
wa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full- time empls.)	547
wa Civic Hospital	Ont. Nurses' Assn. (Ind.) (part- time empls.)	410
wa General Hospital	CUPE (CLC)	560
wa General Hospital	Ont. Nurses' Assn. (Ind.) (full- time empls.)	310
oard Marine Corp. of Canada Ltd., terborough	Steelworkers (AFL-CIO/CLC) (plant empls.)	700
Sound General and Marine Hospital	CUPE (CLC)	295
Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.)	250
Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	394
roke General Hospital	CUPE (CLC) (office, clerical and technical empls.)	210
rborough Civic Hospital	CUPE (CLC)	375
rborough Civic Hospital	Ont. Nurses' Assn. (Ind.)	200
idence Villa and Providence spital, Toronto	CUPE (CLC)	295
n Elizabeth Hospital, Toronto	CUPE (CLC)	355
nsway General Hospital, Toronto	CUPE (CLC)	203

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980 (Cont'd)

Employer and Location	Union	No. Empl.
Riverdale Hospital, Toronto	CUPE (CLC) (non-medical empls.)	500
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	207
Ross Memorial Hospital, Lindsay	CUPE (CLC) (service and maintenance empls.)	275
Royal Canadian Mint, Ottawa	Public Service Alliance (PSAC) (CLC) (production and office empls.)	530
Royal Victoria Hospital, Barrie	Ont. Nurses' Assn. (Ind.)	227
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	255
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	285
St. Joseph's Hospital, Guelph	CUPE (CLC)	210
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	619
St. Joseph's Hospital, Hamilton	CUPE (CLC)	775
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	352
St. Joseph's Hospital, Toronto	CUPE (CLC)	623
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	357
St. Lawrence Cement Co., Mississauga	Cement Workers (AFL-CIO/CLC)	220
St. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.)	332
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time empls.)	473
Salvation Army Grace Hospital, Ottawa	CUPE (CLC)	210
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	200
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	254
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	232
Scarborough Centenary Hospital Assn.	CUPE (CLC)	435
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	449

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980 (Cont'd)

Employer and Location	Union	No. of Empls.
St. Michael's General Hospital	CUPE (CLC) (service and maintenance empls.)	446
St. Michael's General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	342
St. Michael's General Hospital	Ont. Nurses' Assn. (Ind.) (part-time empls.)	232
Star Furniture Ltd., Chair Div., Toronto	Upholsterers' (AFL-CIO/CLC)	230
Avco Aerospace Products Ltd., Toronto	Auto Workers (CLC)	375
Standard Products (Canada) Ltd., Plts. 1 and 2, Stratford	Natl. Council of Cdn. Labour (Ind.)	266
Finbergs Ltd., Ottawa Food Stores, Western Ontario	Food and Commercial Workers (AFL-CIO/CLC)	742
Stratford General Hospital	CUPE (CLC)	210
St. Mary General Hospital	CUPE (CLC)	300
St. Mary General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	328
St. Mary's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	417
St. Mary's Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	285
St. Michael's East General and Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.)	360
St. Michael's General Hospital	CUPE (CLC)	761
St. Michael's General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	814
St. Michael's Western Hospital	CUPE (CLC)	550
St. Michael's Western Hospital	Ont. Nurses' Assn. (Ind.)	587
Survey Board of Canada, province-wide	PSAC (CLC) (drafting and illustration group)	1,370
St. Michael's Hospital, London	Ont. Nurses' Assn. (Ind.)	662
St. Michael's and County General Hospital	Ont. Nurses' Assn. (Ind.)	257
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	402

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1980 (Cont'd)

Employer and Location	Union	No. of Emps.
Wellesley Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	207
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	320
Winchester Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	200
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	268
Windsor Western Hospital Centre (IODE Unit)	Ont. Nurses' Assn. (Ind.)	228
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	219
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, 1,600 clerks, registered nurses, etc.)	

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ONTARIO MINISTRY OF LABOUR
& TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
September 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in September 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in October 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

October 29, 1980

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Highlights

American Motor Corporation Settlement: The United Auto Workers (UAW) and American Motor Corporation of Southfield, Michigan reached a three-year renewal agreement covering 9,500 hourly paid employees at the company's four plants in the U.S. and Canada, including 750 production and maintenance workers at American Motors (Canada) in Brampton, Ontario. The international pact was finalized two days after the September 16 expiry date of the old contract and dealt with common monetary items. It included a general wage increase of 3 per cent in each year, supplemented by a cost-of-living escalator and also a provision for a UAW official on the corporation's board of directors. The new agreement basically followed the 1979 auto industry pattern, including an improvement in the COLA provision changing the present .3 adjustment factor to .26 on December 2, 1982. It also called for special adjustments designed to restore compensation parity with General Motors and Ford by the end of the contract term. Local issues at each of the four AMC plants were negotiated separately, with the Brampton settlement completed in post-conciliation bargaining and ratified by the workers on September 20.

The traditional wage parity between AMC and the other major auto-makers has eroded gradually since the union agreed in 1976 to grant AMC special concessions due to the corporation's poor financial position. In order to overcome slumping car sales, the company implemented wide-ranging changes in production schedules, including a conversion of the Brampton plant to jeep production in 1978 and back to car production in the current year. The changeover brought a new stability to the AMC operation, but led to a decline in hourly employment at Brampton to a 700 level from a peak of 2,000 in 1974. The retooling of the Brampton plant for production of 1981 Eagle and Concord models was completed in early November after a five-month shutdown accompanied by a temporary layoff of the entire work force.

The return to work at Brampton coincided with the resumption of negotiations between Canadian Fabricated Products, a division of AMC in Stratford, and the UAW, representing the company's production unit covered by an agreement expiring December 15, 1980. The union's contract proposals included a wage-benefit package similar to the one agreed to at Brantford, as well as improved job security clauses providing better protection in the event of any mass layoff. Over the past year, about 200 of the existing 740 plant workers were laid off indefinitely because of a reduced demand for auto trim products. A new three-year agreement, reached since in post-conciliation bargaining, included a three-stage increase of 75 cents per hour and a number of changes in other benefits. It also maintained the existing COLA provision calling for quarterly payments throughout the contract's term, based on a .35 adjustment factor.

Teachers Settlements. The 1980 contract negotiations between Ontario elementary and secondary school teachers and the public and separate school boards turned out to be even more difficult and challenging than in the past years. The difficulties were twofold. The bargaining schedule included not only contracts expiring August 31, 1980 but also a large number of earlier sets of negotiations, as almost one-half of the existing 125 major teacher units (each covering 200 or more employees) did not conclude 1979-80

agreements by the year end. In addition, the bargaining issues were complex due to decreasing student enrolment and continuing inflation. In order to overcome these problems, teacher negotiators were urged to seek improved salary scales and better income protection, as well as to negotiate conditions of employment which would prevent staff cutbacks and discourage lay-offs. The top priority items included "just cause" clauses, offering third party arbitration on displacement matters, surplus, redundancy, layoff, recall and seniority provisions and a lower Pupil-Teacher-Ratio to control the rate of staff reduction. These matters tended to prolong the disputes, leading to a higher than usual number of votes favoring strike action. The strike votes eventually resulted in six full walkouts, lasting from 14 to 56 days of instruction. All of these disputes related to contracts which expired in August 1979 and involved separate school teachers in Frontenac, Lennox and Addington (233 teachers), and Nipissing (483) and secondary school teachers in Sudbury (870), Lambton (500), Bruce (220) and Norfolk (230). The first four disputes were eventually resolved either in mediation (3 cases) or voluntary arbitration. Teachers in Bruce and Norfolk counties staged rotating work stoppages at the end of September and in early October went the full strike route. At that stage, provincial mediators were appointed and eventually the settlements were reached with their help.

Negotiations concluded during the past nine months involved about 60,000 teachers across the province, covered by 81 major agreements of which 14 were renewed in September. Most of the September settlements were reached in direct negotiations and, with one exception, pertained to the current school year. The drawn-out dispute, dating back to September 1979, involved 1,000 elementary school teachers in Ottawa, who objected to a salary offer of 6 to 7 per cent recommended in a fact-finder's report and were holding out for 11.5 per cent. Other major areas of disagreement included staffing and job redundancy. The final settlement was achieved through a mediator-arbitrator, who was able to mediate all of the issues in dispute. The awarded salary increases amounted to 6.4 per cent for teachers and 5.9 per cent for principals and vice-principals effective in September 1979, plus 7.5 per cent and 7.0 per cent, respectively, in the current school year.

The 14 recent settlements brought to almost 50,000 the number of teachers covered by 67 current agreements concluded during the past nine months and expiring in August 1981 (53) or 1982 (14). Another 14 agreements, settled at the beginning of 1980, applied to the school year ending August 1980. An increasing trend away from one-year contracts was confirmed again this year. Of the 67 current agreements, only 17 were of one-year duration, while the remainder covered either two-years (48) or three-years (2). Of the 77 agreements achieved without resorting to strike action, 27 were reached in direct bargaining, 45 were solved either at the fact-finder, mediation or post-mediation stage, one was decided through final offer selection and the remaining four came as a result of mediation-arbitration (3) or arbitration (1). The extent of difficulties encountered in reaching a satisfactory settlement can also be expressed in terms of the number of months spent in negotiations. Directly bargained contracts were concluded within 4 to 9 months, those requiring various forms of third party intervention, exclusive of arbitration, were arrived at following 7 to 18 months of talks, while the arbitrated settlements entailed up to 27 months of reconciliatory efforts.

Negotiated salary increases for the 1980-81 school year were in the 6 to 11 per cent range, with the majority of agreements providing increases averaging between 7.5 and 9.5 per cent. Five of the 1980-81 agreements also included triggered cost-of-living provisions, generally calling for a lump sum adjustment calculated and paid by the end of the contract year. Of the 14 longer-term contracts extending to August 1982, 12 provided second year increases of up to 9 per cent, with lower increases supplemented by COLA clauses in seven instances. The remaining two agreements kept the salaries open for revision, with the future increases to be based on several factors including an index of industrial management salaries and the CPI. Existing cost-of-living clauses were discontinued only in two agreements. The negotiated salary increases brought the starting annual salaries for teachers with a university degree into the \$13,560 to \$16,918 range and the maximum salaries for teachers with 13 to 14 years of teaching experience within the range of \$30,800 to \$34,262. The new settlements also contained additional improvements in responsibility allowances and other benefits, as well as a number of changes in employment conditions. The latter included various surplus alleviation measures, lower pupil-teacher ratios (PTR) and class sizes, staffing clauses, permitting employment of a larger number of teachers than mandated by the PTR, and "Four Over Five" deferred salary plans, allowing teachers to take a year-long leave of absence at their own cost every five years.

At the end of September, several sets of 1980 negotiations were still in progress in the remaining school areas, with the largest group involving 5,600 secondary school teachers in the city of Toronto and four surrounding boroughs. The teachers in East York, Etobicoke and Scarborough continued to negotiate jointly through the Metropolitan Toronto School Board, while Toronto and York Borough teachers bargained directly with their respective boards of trustees. The remaining 2,500 high school teachers in North York settled separately last March through a mediation-arbitration process and were awarded a salary increase of 18 per cent over three-years ending in August 1981. The third year increase was tentatively set at 6 per cent, and will be adjusted to the level negotiated for 1980-81 as soon as other teachers' groups in the Metro area settle. The joint three-borough negotiations on the salary and fringe-benefit portion of a new agreement are at present at the mediation stage. Other conditions of employment, including staffing, class sizes and leave plans, were settled two years ago in a five-year "Accord on Declining Enrolment" which does not expire until August 1983. The Toronto and York high school teachers settled separate 1978-80 contracts containing monetary terms and job protection provisions, both limited to the two-year period. In September, negotiators for the two teacher groups resumed meetings with the help of a mediator in an attempt to agree on future staffing plans, which are the main obstacle to a settlement.

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erican Motors (Canada) Ltd., Brampton	Auto Workers (CLC) (production and maintenance empls.)	596
oco Fabrics (Div. of Amoco Canada Petroleum Co. Ltd.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	586
ycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital and Wellesley Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	624
ant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	611
arleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	622
entral Stampings Ltd., Windsor	Auto Workers (CLC)	633
oper Canada Ltd., Toronto	Pottery Workers (AFL-CIO/CLC) (plant and warehouse empls.)	602
ominion Stores Ltd., Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	607
fferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	611
urham Board of Education	CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	612
urham Regional Municipality	CUPE (CLC)	627
urham Regional Municipality (Homes for the Aged)	CUPE (CLC)	633
sex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	613
-Cell-O Corp. of Canada Ltd., London	Molders (AFL-CIO/CLC)	594
ontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	614
eneral Bakeries (G.B.Wonder Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	584
endale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	586

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Government of Canada (Treasury Board)	Public Service Alliance (PSAC) (CLC) (data processing empls.)	621
Great Atlantic & Pacific Co. of Canada Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	609
Great Lakes Forest Products Ltd. (Dryden Operations) Dryden and Ear Falls	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC) (mill, woodlands, steam plant and chemical plant empls.)	588
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	615
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	605
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Township	Employees' Assn. (Ind.) (plant and distribution centre empls.)	600
Kimberly-Clark of Canada Ltd., Rexdale, Ont. St. Hyacinthe, Que., and Winnipeg, Man.	Cdn. Paperworkers (CLC) (hourly rated empls.)	592
Kroehler Mfg. Co. Ltd., Stratford	Upholsterers (AFL-CIO/CLO) (production and maintenance empls.)	587
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	616
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	617
London City Board of Education	CUPE (CLC) (full-time and part-time teacher assistants and office and clerical empls.)	617
Mattabi Mines Ltd., Ignace	Steelworkers (AFL-CIO/CLC)	602
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	627
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	623
Mississauga Transit	Transit Union (AFL-CIO/CLC)	604

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ipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	618
ipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	619
ntario Government	OPSEU (NUPGE) (CLC) (general operation- al services category empls.)	626
ntario Painting Contractors Assn. Ont. Acoustical Assn. and Interior Systems Contractors Assn.	Painters (AFL-CIO/CLC)	629
ntario Terrazo, Tile and Marble Guild, Inc.	Ont. Provincial Conference, Brick- layers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers)	638
ttawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	619
ttawa City	Police Assn. (Ind.)	628
eterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	620
eterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	620
ort Arthur Shipbuilding Co., Thunder Bay	Steelworkers, Painters, Plumbers, Carpenters (AFL-CIO/CLC)	599
ubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	585
ault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	621
carborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.)	Electrical Workers (IBEW) (AFL- CIO/CLC)	635
.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	583

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Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW)	590
Stormont, Dundas & Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	631
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly and clerical empls.)	606
University of Western Ontario Board of Governors, Physical Plant Department, London	CUPE (CLC)	636
Waterloo County Board of Education	Non- Academic Staff Assn. (Ind.)	636
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	621
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	632
Westeel Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	594

FOOD AND BEVERAGE

J.M. Schneider Inc. at Kitchener - Employees' Association (Ind.) (2,290 plant employees): A 24-month renewal agreement effective from July 27, 1980 to July 31, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 27/80</u>	<u>Aug. 2/81</u>
	General Increases	90¢	95¢
	Job Class Increment	7.5¢ (7¢)	8¢
	Adjustments (Journeyman and 2nd Class Engineer)	Increase from Bracket 28 to 32	Increase from Bracket 32 to 38
	Labourer (Bracket 0)	\$8.55 (\$7.65)	\$9.50
	Journeyman*	\$10.95 (\$9.61)	\$12.54

*"A" Class trades were upgraded 1 bracket during the previous agreement. Journeyman rates shown above are a certificate level. "A" Class Electrician now a non-certificate level.

Hours of Work:	40 per week with 37 guaranteed (unchanged).
Shift Premium:	Effective September 15, 1980, 0-30¢-30¢ (0-25¢-25¢). Effective August 2, 1981, 0-35¢-35¢.
Paid Holidays:	10 (unchanged).
Paid Vacation:	2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 19 years, 6 weeks after 25 years and 7 weeks after 35 years (all unchanged). Effective May 1, 1981, 4 weeks after 11 years.
Bereavement Leave:	1 day in the event of death of a grandparent of employee's spouse (new).
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum \$206 (\$180) for 15 weeks. Effective July 27, 1981, \$235. Maximums will be increased if exceeded by U.I.C. disability benefits. <u>Optical Benefit</u> - Effective September 15, 1980, \$70 (\$50) every 2 years. <u>Hearing Aid Benefit</u> - Effective September 15, 1980, \$350 every 10 years (\$300 over lifetime).

Dental Plan - Effective September 15, 1980, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule. Effective July 27, 1981, the 1981 ODA fee schedule.

Pension Plan: Non-contributory Supplement - Effective August 1, 1980, \$6 (\$5) per month per year of service. Effective August 1, 1981, \$7.5 (No change in contributory supplements.)
Early Retirement - Effective August 1, 1980 age 62 (63) with actuarial reduction. Effective August 1, 1981 age 61.

Meal Allowance: \$5 (\$3).

Tool Allowance: Effective in second year, \$120 (\$100) per year for garage mechanics.

General Bakeries (G.B. Wonder Division) at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 13, 1980 to August 12, 1982, covering 200 employees settled with mediation assistance. Duration of negotiations - months.

Wages:	Effective	Aug. 13/80	Aug. 13/81
General Increases		\$1.00	85¢
COLA Fold-in		21¢	
Skilled Trades Adjustments	50¢ for Maintenance Mechanics and Machinist A		50¢ for Maintenance Mechanics and Machinist A
General Help - Light Duties	\$7.87 (\$6.66)		\$8.72
Machinist "A"	\$10.34 (\$8.63)		\$11.69

Cost of Living Allowance: Deleted.

Shift Premium: 0-40¢-40¢ (0-25¢-25¢). Effective August 13, 1981, 0-50¢-50¢.

Paid Holidays: Effective in 1982, 1 floating day is added for a total of 11 days.

Paid Vacation: Effective in 1981, 4 weeks after 10 (12) years' service and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$5,000) coverage. Effective August 13, 1981, \$12,000.

Weekly Indemnity - Benefit increases to \$190 (\$150) per week. Effective August 13, 1981, \$200. Payable on a 1-1-4-39 (1-4-26) basis. Additional benefit at 50% of earnings after the 39 week insured period plus 15 weeks of U.I.C. for a total time period of 104 weeks (new).

Vision Care (new) - Employer pays 100% of premium costs. Effective January 1, 1981, \$100 maximum claim for eye glasses every two years.

Dental Plan - Effective November 1, 1980, payments are based on the 1980 Ontario Dental Association fee schedule.

RUBBER AND PLASTICS PRODUCTS

Rubbermaid (Canada) Limited at Mississauga - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	July 1/80	July 1/81
	General	11%	10%
	Increases		
	Mach. Op.	\$6.30	\$6.93
	Packer	(\$5.68)	
	Maintenance	\$9.88	\$10.87
	Specialist	(\$8.90)	

Shift Premium: Effective October 1980, 0-22¢-22¢ (0-20¢-20¢). Effective July 1, 1981, 0-25¢-25¢.

Paid Holiday: January 2, 1981 to be taken as a non-recurring paid holiday.

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare: Life Insurance - Effective October 1980, \$10,000 (\$8,500) coverage.

Weekly Indemnity - Benefits are equal to UIC maximum, payable on a 1-1-8-26 basis. (Previously, maximum benefit of \$160 per week, payable on a 1-8-26 basis).

Dental Plan - Payments are based on the 1980 (1976) Ontario Dental Association fee schedule.

Pension Plan: \$8 per month per year of service after July 1, 1980. \$5 (\$4) per month per year of service prior to July 1, 1974.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070-T, Clothing and Textile Workers (AFL-CIO/CLC): A 27-month renewal agreement effective from June 1, 1980 to August 31, 1982, covering 330 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	June 1/80	June 1/81	Sept.1/81
	Increases	38¢ for A-E; 46¢ for F-II and 59¢ for J and K	12¢	45¢
	A (includes Light Labour)	\$4.02 (\$3.64)	\$4.14	\$4.59
	K (includes Electrician)	\$6.74 (\$6.15)	\$6.86	\$7.31
Shift Premium:	Time and one-half on the fourth shift (new).			
Attendance Bonus System (new):	1 day or pay in lieu of, for each 16 credits earned under the bonus system, which is based on 1 credit for each full week of hours worked.			
Paid Vacation:	Effective in 1981, 3 weeks after 7 (8) years' service and 5 weeks (new) after 25 years.			
Vacation Pay:	5% (new) after 5 years' service, 6% after 7(8) years and 7% (new) after 11 years.			
Health and Welfare:	<u>Vision Care (new)</u> - Effective October 1, 1980, employer pays 100% of premium costs. Maximum claim for eyeglasses is \$50 over two years.			

Amoco Fabrics (Division of Amoco Canada Petroleum Co. Ltd.) at Hawkesbury - Local 2-600, Woodworkers (AFL-CIO/CLC) (540 employees): A 24-month renewal agreement effective from December 31, 1979 to December 30, 1981, settled by a dispute arbitration commission during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	Dec. 31/79	Dec. 31/80	Apr. 1/81	Aug. 1/81
	Increases	75¢	60¢	10¢*	10¢*
	Labourer	\$5.58 (\$4.83)	\$6.18	\$6.28	\$6.38
	Line Operator	\$6.09 (\$5.34)	\$6.69	\$6.79	\$6.89
	Electrician Class 1	\$8.22 (\$7.47)	\$8.82	\$8.92	\$9.02

*The two increases are guaranteed cost of living adjustments which will be added to the base rates on December 30, 1981.

Additional Adjustment: Effective October 6, 1980, 6¢ per hour for Extrusion Doffer.

Hours of Work: 40 per week (unchanged).

Weekend Premium (new): Effective in 1980, 50¢ per hour on Saturdays and Sundays regularly worked. Effective December 31, 1980, \$1.

Paid Holidays: 11 (unchanged).

Paid Vacation: 3 weeks after 5 (8) years' service. Also 2 weeks after 1 year and 4 weeks after 19 years (unchanged).

FURNITURE AND FIXTURE

Kroehler Mfg. Co., Limited at Stratford - Local 199 Upholsterers (AFL-CIO/CLC)
(production and maintenance employees): A 24-month renewal agreement effective from June 29, 1980 to June 25, 1982, covering 270 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	June 29/80	June 29/81
Increases		26¢ for Pieceworkers; 38¢ for Hourly-Rated employees	30¢ for Pieceworkers; 47¢ for Hourly-Rated employees
Additional Adjustments		Some classification adjustments	
General Labour		\$5.16-\$5.26 (\$4.78-\$4.88)	\$5.63-\$5.73
Upholstering Sample Maker		\$6.88-\$7.08 (\$6.50-\$6.70)	\$7.35-\$7.55
Master Main- tenance Mechanic		\$6.90-\$7.30 (\$6.52-\$6.92)	\$7.37-\$7.77

Probationary period is 30 days worked (60 calendar days).
Maximum rates are reached on merit and within 6 months of hiring.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Vacation: Effective in 1981, 3 weeks after 8 (10) years' service.

Health and Welfare: OHIP - Effective January 1, 1981, employer pays 100% (75%) of premium costs.

Lay-Over Compensation: \$24 (\$22.79) per 8-hour rest for Truck Drivers. Effective in second year, \$24.65.

PAPER AND ALLIED

Great Lakes Forest Products Ltd. (Dryden Operations*) at Dryden and Ear Falls - Locals 105 and 1323, Canadian Paperworkers (CLC) and Local 865 International Operating Engineers (AFL-CIO/CLC) (925 mill, woodlands, steam plant and chemical plant employees): Two 24-month renewal agreements effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

*Operations previously owned by Reed Ltd.

Wages:	Effective	Sept. 1/80	Sept. 1/81
General Increases		\$1.37	9.5%, minimum 90¢
Adjustments			
Trades - Class "A" or higher, Tool Crib Attendant I, Steam and Recovery employees with 3rd class ticket and above		38¢	
Boss Machine Tenders		35¢	
Top Operators		25¢	
Labourer		\$9.26 (\$7.89)	\$10.16
Truck Driver (tandem axle)		\$9.54 (\$8.17)	\$10.45
Electrician "A" (non-shift rate)		\$11.88 (\$10.13)	\$13.01
Electronic and Communication Electrician		\$12.03 (\$10.28)	\$13.17

Papermakers Wage Scale Adjustment - 5¢ per hour plus 2%, prior general increase.

Job Evaluation - To be completed during course of this agreement

Hours of Work: Dayworkers - 40 per week; shiftworkers - 42 per week (both unchanged).

Compressed Work Week: 12 (8) hours per shift. Weekly hours remain at 42. Either party may terminate the conversion.

Overtime Pay:	Double time (time and one-half) for all work beyond 8 hours on a scheduled day off.
Shift Premium:	0-22¢-27¢ (0-20¢-25¢). Effective September 1, 1981, 0-25¢-30¢.
Paid Holidays:	6 designated days; plus 1 to 6 floating holidays according to length of service (unchanged).
Paid Vacation:	<p>4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Employees receive an additional 4 hours of pay for each week taken during the period January 1 to April 30 (unchanged).</p> <p>Effective January 1, 1981, 6 weeks after 25 years and 7 weeks after 30 years (new).</p> <p><u>Supplementary Vacation</u> - 1 to 5 weeks of additional vacation for employees with 25 years of service and age 60 through 64 (unchanged).</p>
Bereavement Leave:	Effective September 13, 1980, 5 (3) days in the event of death of a spouse, child or step-child. Death of a step-brother or step-sister added to 3 days' leave provision.
Jury Duty:	Effective September 13, 1980, provision applies to employees with 6 (12) months of service.
Health and Welfare:	<p>OHIP - Effective October 1, 1980, employer pays 100% of premiums during term of agreement. (Previously, \$38 per month for family coverage and \$19 per month for single coverage.)</p> <p><u>Long Term Disability</u> - Effective September 13, 1980, monthly benefits equal 55% (50% to maximum of \$800) of regular monthly earnings less any applicable statutory offsets.</p> <p>Benefit levels, pension accrual and life insurance coverage for disabled employees to be adjusted to reflect wage increases during the term of this agreement.</p> <p>Dental Plan - Effective September 13, 1980, payments to be based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 ODA fee schedule.</p>
Pension Plan:	<p><u>Normal Retirement</u> - Benefit improvements for employees on staff or on Long Term Disability as of September 2, 1980.</p> <p><u>Past Service</u> - Benefits accrued between January 1, 1978 and December 31, 1980 are increased by 25%, plus a further 6% increase, compounded to benefits accrued from January 1, 1978 to December 31, 1979.</p>

Future Service - 20% increase in pension benefits accrued, exclusive of any bridging supplement, for retirements occurring between September 1, 1980 and August 31, 1982.

Early Retirement - Bridging supplement for employees retiring or after September 2, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Severance Pay: Eligible employees receive 2% (1 1/2%) of total earnings received during last full period of continuous service.

Mileage Allowance: 20¢ (16¢) per mile.

Location Premiums: Tradesmen assigned to a bush garage - 35¢ (25¢) per hour.

Tradesmen assigned to the Dryden and Ear Falls garages and required to perform work away from these sites - 35¢ (25¢) per hour.

Technological Change: Effective September 13, 1980, permanent employees with 1 or more years of seniority will have their current rate maintained for (3) months when set back to a lower paying job due to technological or automation changes. A midway adjustment will be in effect for the subsequent 6 (3) month period.

Spruce Falls Power and Paper Company Ltd. and Kimberly-Clark of Canada Ltd. at Kapuskasing - Locals 89 and 256, Canadian Paperworkers (CLC) and Local 1149, Electrical Workers (IBEW) (AFL-CIO/CLC) (1,635 employees): Three 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	May 1/80	May 1/81
General Increases		\$1.37	9.5%, minimum 90¢
Adjustment (Mechanical Trades)		38¢	
Labourer		\$9.26 (\$7.89)	\$10.16
Journeyman "A"		\$11.96 (\$10.21)	\$13.10

Papermakers Wage Scale Adjustment - 5¢ per hour plus 2% prior to general increase.

Job Classification Plan - Effective May 1, 1981, all jobs under the jurisdiction of the Canadian Paperworkers Union except tradesmen, helpers, apprentices, papermakers wage scale employees

and Kimberly-Clark mill employees will be classified using the Pulp and Paper Manufacturers Job Classification Plan, 1974. The plan has 31 classifications and rates will range from \$7.89 to \$12.43 May 1, 1981.

Boss Machine Tenders - Rate increased to 40¢ (35¢) per hour per machine supervised above #5 Paper Machine Tender's rate.

Adjustments to Designated Head Tradesmen and Lead Hands (Local 1149) - Effective February 18, 1980, 2.5% of tradesman rate for lead hands and 5% for head tradesmen.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Premium Pay for Special Work: Increases vary according to designated classifications and jobs. Number of positions covered has been extended. Some examples follow:

- Steam Department Employees - 10¢ per hour for each Stationary Engineer's certificate held.
- Maintenance and Field Construction Gas Engine Truck Drivers - 5¢ per hour.
- Head and Leading Electrician, Electricians, Shift Electricians and Senior Electrical Operators (Local 1149) - 25¢ per hour if holding Advanced Electrical Training Course Certificate.

Paid Holidays: In lieu of Easter Sunday, New Year's and July 1st to be extended from 24 hours pay to 40. Christmas Day - 48 hours, Labour Day - 24 hours, plus 6 floating holidays (unchanged).

Paid Vacation: 4 weeks after 10 (12) years' service*. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Employees receive an additional 4 hours of pay for each week taken during the period January 1 to April 30 (unchanged).

*Due to lateness of settlement, employees qualifying in 1980 will be granted pay only for that year.

Effective January 1, 1981 - 5 weeks after 18 years, 6 weeks after 25 years and 7 weeks after 30 years (new).

Supplementary Vacation (unchanged) - For employees with 25 years of service - 1 additional week at age 60, 2 at age 61, 3 at age 62, 4 at age 63 and 5 at age 64.

Bereavement Leave: Effective September 11, 1980, 5 (3) days in the event of death of a spouse or child.

Health and Welfare: Life Insurance - Employee pays 33¢ (42¢) per \$1,000 of coverage. The employer pays the balance.

Weekly Indemnity - Recipients of benefits continue to accrue pension credits at no cost to the employee (new).

Long Term Disability - 50% of average monthly earnings during year preceding disability. (Percentage unchanged, but higher wage levels result in increased benefits.)

Pension Plan: Vesting - Granted after 10 years of service (15 years of service and age 55).

Safety Work Boots: Effective January 1, 1981, \$15 per year (\$4 per pair purchased with no annual limit).

Kimberly-Clark of Canada Ltd. at Rexdale, Ontario, St. Hyacinthe, Quebec, and Winnipeg, Manitoba - Locals 307, 933 and 830, Canadian Paperworkers (CLC) (830 hourly rated employees): Three 36-month renewal agreements effective from May 1, 1980 to April 30, 1982 settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>	<u>May 1/82</u>	<u>Sept. 1/82</u>
COLA Fold-in		\$1.02			
General Increases		50¢	20¢	15¢	5¢
Adjustments					
Tradesman, Head Tradesman		15¢	10¢	13¢	
Utility Man Operators "A"		10¢	5¢	10¢	
Labourer		\$8.34 (\$6.82)	\$8.54	\$8.69	\$8.74
Tradesman		\$10.51 (\$8.84)	\$10.81	\$11.09	\$11.14

Cost of Living Allowance: 1¢ per .26 point change in the Consumer Price Index - 1971=100. Adjusted quarterly throughout. Allowances generated are folded in at the end of each year. (Previous formula, 1¢ per .35 point change in the CPI - 1961=100; base period August 1975 with a subtraction factor of \$1.23.)

Previous provision in the St. Hyacinthe agreement generated \$1.02. Due to differences in termination dates at Rexdale and Winnipeg, the COLA provisions at these latter locations generated less than \$1.02. In order to maintain a uniform wage schedule at all 3 plants the COLA's at Rexdale and at Winnipeg were brought up to the St. Hyacinthe level by adjustments of 1¢ and 23¢, respectively.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective September 22, 1980, 0-23¢-29¢ (0-21¢-27¢). Effective May 1, 1981, 0-26¢-31¢. Effective May 1, 1982, 0-27¢-33¢.

Paid Holidays: 1 floating holiday is added for a total of 13 days.

Paid Vacation: 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Effective January 1, 1981, 5 weeks after 20 years. Effective January 1, 1982, 4 weeks after 9 years and 6 weeks after 25 years. Effective January 1, 1983, 5 weeks after 19 years. Effective August 1, 1983, 7 weeks after 35 years (new).

Bereavement Leave: 5 (4) days' paid leave for the death of a spouse or child.

Subpoenaed Witness Clause: Employer makes up difference between fees received and regular straight time earnings.

Health and Welfare: Total and Permanent Disability - Provision deleted.

Weekly Indemnity - Effective October 1, 1980, 70% of regular weekly wages to a maximum of \$210 (\$200). Effective May 1, 1981, \$220. Effective May 1, 1982, \$240. Benefits are payable on a 1-1-4-26 (1-4-26) basis.

Long Term Disability - Effective October 1, 1980, 55% (50%) of average monthly earnings to a maximum of \$1,000 (\$800) per month. Effective May 1, 1981, \$1,100. Effective May 1, 1982, \$1,200.

Dental Plan - Effective May 1, 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule. Effective May 1, 1982, the 1981 ODA fee schedule. Effective January 1, 1983 coverage for orthodontic services is added on a 50%/50% co-insurance basis. Lifetime maximum \$1,000. Employer pays added premiums.

Retirement Plan: Disability Retirement - Effective September 22, 1980, eligibility requires 10 (15) years of continuous service.

Survivor Benefit Plan - Plan has been extended to include a wide range of options for employees electing this benefit upon retirement.

Tool Allowance: Employer will contribute up to \$60 per year on a 50-50 basis for any employee in the Maintenance Department required to purchase metric tools. Current provision for other tools unchanged.

Meal Allowance: Effective September 22, 1980, \$4 (\$3.75).

METAL FABRICATING

Westeel Rosco Limited at Toronto - Local 6448, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 14, 1980 to June 13, 1982, covering 315 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - months.

Wages:	Effective	<u>June 14/80</u>	<u>June 14/81</u>
	General	75¢	65¢
	Increases		
	Job Class	16.5¢	17¢
	Increments	(15¢)	
	Job Class 2	\$7.105-\$7.305	\$7.71-\$7.91
	(Production Machine Helper)	(\$6.34-\$6.54)	
	Job Class 17	\$9.58-\$9.78	\$10.26-\$10.4
	(includes Tool Die Maker)	(\$8.59-\$8.79)	

Probationary period is 30 working days. Maximum rates are reached after 180 days.

Shift Premium: Effective July 1, 1980, 0-25¢-25¢ (0-22¢-22¢).

Paid Vacation: Effective July 1, 1980, 4 weeks after 14 (15) years' service.
Effective July 1, 1981, 4 weeks after 13 years.

Health and Welfare: Life Insurance and A.D.&D. - Effective July 1, 1981, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Benefits of \$178 (\$163) per week, payable on 1-4-52 basis. Effective July 1, 1981, \$188 per week.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Pension Plan: \$7.50 (\$5.75) per month per year of service.

Safety Shoe Allowance: \$25 (\$20) annually towards the cost of 1 pair of shoes.

MACHINERY

Ex-Cell-O Corporation of Canada, Ltd. North American Special Machine Division at London - Local 49, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from July 4, 1980 to July 4, 1983, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 4/80	July 4/81	July 4/82
General Increases		5%	4%	4%
COLA Fold-in		\$1.50		
Skilled Trades Adjustments		0-18¢		
Inequity Adjustments		Machine Assembler, Hydraulic Pipe Fitter, Millwright and Service Grinder (All-Round)		
Group X Labourer/Janitor		\$8.68-\$8.89 (\$6.77-\$6.97)	\$9.03-\$9.25	\$9.39-\$9.62
Group I (includes Toolmaker)		\$10.04-\$10.39 (\$7.89-\$8.22)	\$10.44-\$10.81	\$10.86-\$11.24

Probationary period is 50 working days in any consecutive 6 month period. Maximum rate for Labourer is reached after 9 months and for Toolmaker after 12 months.

Cost of Living Allowance: \$1.50 of the \$1.78 allowance generated under the previous agreement is folded into wages July 4, 1980 leaving a 28-cent float.

1¢ per 0.314 point change in the Consumer Price Index - 1971 = 100. To be adjusted quarterly. (Basic formula is unchanged).

Shift Premium: 0-3%-3% (0-23¢-23¢).

Service Premium: 15% (50¢) per hour.

Lead Hand Premium: 35¢ (30¢) per hour.

Paid Holidays: 1 floating holiday is added for a total of 15 days.

Vacation Pay: 6 1/2% (6%) after 5 years' service, 7 1/2% (7%) after 8 years, 8 1/2% (8%) after 15 years, 10 1/2% (10%) after 20 years and 11 1/2% (10%) after 25 years.

Health and Welfare: Life Insurance and A.D.&D. - Effective July 1, 1981, \$10,000 (\$9,000) coverage. Effective July 1, 1982, \$11,000.

Weekly Indemnity - Effective September 1, 1980, benefit increases to \$184 (\$174) per week.

Semi-Private Hospitalization - Effective July 1, 1981, ward coverage.

Pension Plan: Basic Benefit - \$7.50 (\$6.50) per month per year of service.
Effective July 4, 1981, automatic survivor option at age 60
with 10 years of service.

Safety Shoe Allowance: Effective July 4, 1982, employer contributes \$25 (\$15) per year

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd. at Brampton - Local 1285, Auto Workers (CLC) (750
production and maintenance employees*): A 36-month renewal
agreement effective from September 17, 1980 to September 16,
1983, settled at the post conciliation bargaining stage. Dura
tion of negotiations - 3 months.

*Due to major re-tooling, the plant is currently closed.

Wages:	Effective	Sept. 22/80	Sept. 14/81	Sept. 20/82
General Increases		3%	3%	3%
"COLA Travel"		24¢		
COLA Fold-in		\$1.32		
Labourer		\$8.47-\$8.87 (\$6.70-\$7.10)	\$8.74-\$9.14	\$9.01-\$9.41
Assembler		\$8.89-\$9.29 (\$7.10-\$7.50)	\$9.17-\$9.57	\$9.46-\$9.86
Tool Maker		\$11.02-\$11.42 (\$9.17-\$9.57)	\$11.36-\$11.76	\$11.71-\$12.11

Special Adjustment - Effective January 4, 1982, various adjust
ments will be made to provide equality of maximum job rates wi
the Kenosha, Wisc. plant. Adjustments to be financed by the
Equalization Fund. (In the previous agreement, no adjustments
were made at the Brampton plant.)

Cost of Living Allowance: An allowance of \$2.26 was floating at the end of the previous
agreement. From that amount, \$1.32 was folded into the wage
rates, 14¢ was permanently diverted to fund employee benefits,
and 80¢ was left to float. A 24¢ "COLA Travel", representing
amount of COLA that would have been forthcoming in September
the provision under the previous agreement been in effect, was
incorporated into the new wage structure.

Next adjustment to be December 4, 1980 and quarterly thereafte
through adjustment effective September 6, 1982, on the basis o
1¢ for each 0.3 point change in the three-month average Combin
United States-Canada CPI - 1967=100. Effective with the adjus
ment on December 6, 1982 and quarterly thereafter through June
1983, 1¢ for each 0.26 point change.

On June 6, 1983, the allowance will be augmented by the amount of added COLA that would have been forthcoming during the four quarters beginning December 7, 1981 had the formula changed on that date instead of December 6, 1982.

Hours of Work:	40 per week (unchanged).
Paid Holidays:	15 days each during first and second year; 14 days during third year (13 and 14 days). Difference in numbers due to calendar during Christmas shutdown.
Paid Absence Allowance Program (new):	Effective June 1, 1982, 3 days each year. Must have 1 year of seniority and sufficient work credit during the year of the leave.
Paid Vacation:	3 weeks after 1 year, 3 1/2 weeks after 3 years, 4 weeks after 5 years, 4 1/2 weeks after 10 years, 5 weeks after 15 years and 6 weeks after 20 years (all unchanged).
Bereavement Leave:	3 days in the event of a death of a grandchild (new).
Jury Duty:	For employees with 1 or more years of service, required attendance at a coroner's jury to be covered by the existing Jury Duty provision (new).
Health and Welfare:	<p><u>Level of Benefits</u> - Schedule of wage related benefits extended on the upper end to accommodate higher wage schedules. New ranges effective October 1, 1980 are shown below.</p> <p>Life Insurance - \$12,500-\$30,000 (\$12,500-\$23,000) A.D. & D. - \$6,250-\$15,000 (\$6,250-\$11,500) Weekly Indemnity - \$145-\$335 (\$145-\$265) Extended Disability - With less than 10 years of service, \$445-\$1,140 (\$445-\$870); 10 or more years of service, \$490-\$1,260 (\$490-\$960).</p> <p><u>Insurance Coverage for Surviving Spouse and Dependents</u> - Eligibility rules for benefits and insurance coverage extended to permit greater applicability to survivors.</p> <p>A.D. & D. - Effective October 1, 1980, pays 100% (50%) of life insurance coverage if employee dies solely as a result of work related injuries.</p> <p><u>Vision Care</u> - Effective October 1, 1980, coverage extended to eligible retirees and to eligible surviving spouse and dependents (new).</p> <p><u>Transition Survivor Income Benefit</u> - Effective October 1, 1980, a maximum of \$325 (\$275) per month for 24 months. Maximum applies to a Class A or B eligible survivor with a dependent child or a Class C eligible survivor if without parents. All amounts are subject to statutory offsets.</p>

Bridge Survivor Income Benefit - Effective October 1, 1980, \$300 (\$250) per month less any applicable statutory offsets, to a minimum of \$200 (\$175) per month.

Dental Plan - Effective on or after November 1, 1980, \$800 (\$600) lifetime orthodontic maximum. Maximum annual coverage for all other services, \$1,000 (\$750).

Prosthetic Appliance and Durable Medical Equipment (new) - Coverage added effective October 1, 1980.

Pension Plan:

Basic Monthly Benefit Per Year of Service

Existing Pensioners

Retirement Date (below)	Oct. 1/80	Oct. 1/81	Oct. 1/82	Apr. 1/83
Prior to Jan. /71	\$10.60	\$10.85	\$11.10	\$13.90
Jan./71-Nov./74	\$10.85	\$11.10	\$11.35	\$14.15
Dec./74-Sept./80	\$11.50	\$11.75	\$12.00	\$14.95

(Previously, existing pensioners who had retired prior to January 1, 1971 - \$10.10; on or after January 1, 1971 - \$10.35; on or after December 1, 1974 - \$11.)

Future Pensioners

Retirement Date (below)	Oct. 1/80	Oct. 1/81	Oct. 1/82	Apr. 1/83
Oct./80 - Sept./81	\$14.50	\$15.40	\$16.30	\$18.25
Oct./81 - Sept./82		\$15.50	\$16.40	\$18.35
Oct./82 and after			\$16.50	\$18.45

Supplementary Monthly Benefits Per Year of Service to a Maximum of 25 Years

Prior to Statutory Pension Age: For retirements on or after October 1980 - \$11 (unchanged from previous agreement for retirements on or after October 1979). For retirements on or after October 1981 - \$13. For retirements on or after October 1982 - \$14. For retirements on or after April 1983 - \$15. Above amounts are subject to a reduction factor for regular early retirements unless the employee has 30 years of service, and to offsets for any applicable statutory benefits received.

After Statutory Pension Age: \$9.60 (unchanged from previous agreement for retirements on or after October 1979).

Special Allowance - An amount sufficient to produce a total monthly pension benefit as listed below when combined with other monthly pension benefits. Applies to employees retiring on a regular early, special early or disability pension with 30 or more years of service. Pays until the second month following attainment of statutory pension age. The following monthly guarantees are reduced if they exceed 7% of employee's final base pay.

Retirement Date (below)	Oct. 1/80	Oct. 1/81	Oct. 1/82	Apr. 1/83
Oct. 1980	\$750	\$765	\$780	\$915
Oct. 1981		\$775	\$790	\$925
Oct. 1982			\$800	\$935

(Previous guarantee for those retiring on or after October 1979 was \$700.)

Amounts are reduced for employment earnings after retirement in excess of \$5,000 (\$4,000) for 1981, \$5,500 for 1982 and \$6,000 per year thereafter.

Pension Eligibility for Laid-Off Employee (new) - An employee who is permanently laid off on or after October 1, 1980 as a result of discontinuation of a plant or an operation and who has attained age 40 and is otherwise eligible, will be entitled to an unreduced pension based on accrued credits.

Supplemental
Unemployment
Benefit Plan:

Employer Contribution - Varies according to percentage relationship of Fund Assets to Maximum Funding. Effective January 1, 1980, 9¢-19¢ per straight time hour for percentages ranging from 77.5 to less than 10 (unchanged). Effective January 1, 1981, 9¢-20¢ per straight time hour for percentages ranging from 77.5 to less than 2.5. Effective January 1, 1983, 12¢-24¢ per straight time hour for percentages ranging from 85.0 to less than 2.5.

Credit Unit Cancellation Base - Amounts have been generally increased to permit greater accessibility to benefits.

Relocation
Allowance:

Varies by miles between plants. Amounts for single employees range from \$500 to \$845 (\$385 to \$650); for married employees from \$1,125 to \$1,760 (\$865 to \$1,355).

Port Arthur Shipbuilding Company at Thunder Bay - Local 5055, Steelworkers, Local 1671, Painters, Local 628, Plumbers, and Local 2693, Carpenters (AFL-CIO/CLC): Two 36-month renewal agreements effective from July 1, 1980 to June 30, 1983, covering 380 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	July 1/80	July 1/81	July 1/82
General Increases		\$1.00	10%	10%
COLA Fold-in		25¢		
<u>Local 5055</u>				
Helper		\$8.18 (\$6.93)	\$9.00	\$9.90
Electrician Class 1		\$9.47 (\$8.22)	\$10.42	\$11.46

Lump Sum Payment:	25¢ per manhour worked during April to June of each year of contract. Payable second pay day in July.
Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 10% in second and third year. To be folded into wages July 1, 1981 and 1982. (Previously, capped at 25¢.)
Premium Pay:	40¢ (25¢) per hour for Machinists engaged in turning/grinding fibreglass rolls. Effective July 1, 1981, 50¢.
Paid Holidays:	Effective January 1, 1981, 1 additional day between Christmas New Year's is added for a total of 12 days.
Paid Vacation:	Effective July 1, 1982, 3 weeks after 5 (7) years' service, 4 weeks at 8% after 12 (15) years, 4 weeks at 10% after 18 (20) years and 5 weeks (new) at 12% after 25 years.
Bereavement Leave:	Grandparents and grandchildren included in up to 3 days' paid leave.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1981, \$12,000 (\$10,000) coverage. <u>Weekly Indemnity</u> - Benefits increase to \$150 (\$100) per week, payable on a 1-8-52 (1-8-26) basis. Effective July 1, 1981, benefits increase to \$170 per week. Effective July 1, 1982, benefits increase to \$200 weekly. <u>Dental Plan</u> - Employer contributes \$8 (\$7) per month to premium costs. Effective July 1, 1981, \$10.50 per month. Effective July 1, 1982, \$13.50 per month. Effective January 1, 1983, employee pays 100% of premium costs.
Pension Plan:	Effective July 1, 1981, employer contributes 13¢ (8¢) per manhour worked.
Leather Allowance:	Effective July 1, 1982, 7¢ (5¢) per hour for Class A and Class B welders.
Safety Shoe Allowance:	Effective January 1, 1981, employer contributes \$75 (\$40) towards the cost of safety shoes. Effective January 1, 1982, \$95.
Tool Allowance:	Effective July 1, 1982, 7¢ (5¢) per hour.

ELECTRICAL PRODUCTS

Hammond Manufacturing Company Ltd. at Guelph and Puslinch Township - Employees' Association (Ind.) (500 plant and distribution centre employees)
A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, settled at the bargaining stage. Duration negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
	General Increases	11%	9%
	Cleaning Operator (Light)	\$6.07-\$6.25 (\$5.47-\$5.63)	\$6.62-\$6.81
	Fork Lift Operator	\$7.47-\$7.65 (\$6.73-\$6.89)	\$8.14-\$8.34
	Toolmaker Class 2	\$8.85-\$9.02 (\$7.97-\$8.13)	\$9.65-\$9.83
	Special "learner" rates for specified classifications are no longer in effect.		
Cost of Living Allowance (new):	Quarterly adjustments of 1¢ per 0.45 point change in the Consumer Price Index - 1971=100, using September 1981 as the base index. Triggers at 9% during the last year of the agreement.		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	28¢ (25¢) per hour for all shift work performed on any regular shift commencing after 12:15 p.m.		
Paid Holidays:	Effective in the second year, 1 float is added for a total of 13 days.		
Paid Vacation:	4 weeks after 12 (14) years' service and 6 weeks after 28 (30) years. Also 1 week for less than a year, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 22 years (all unchanged).		
Vacation Bonus:	Effective in the second year, \$15 (\$10) per week of vacation entitlement.		
Health and Welfare:	<u>Life Insurance</u> - \$12,000 (\$8,000) coverage. <u>A.D. & D.</u> - Effective October 1, 1981, \$8,000 (\$1,000) coverage. <u>Long Term Disability (new)</u> - Effective October 1, 1981, pays 2/3 of earnings to a maximum of \$520 per month until age 65. <u>Dental Plan</u> - Effective January 1, 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 ODA fee schedule. <u>Drug Plan</u> - A "credit-card" plan with 35¢ deductible per prescription. (Previously, \$10 single/\$20 family deductible, then 100% coverage.)		
Safety Shoes:	1 pair to a maximum of \$40 per year (2 pairs to a maximum of \$20 each.)		

MISCELLANEOUS MANUFACTURING

Cooper Canada Ltd. at Toronto - Local 366, Potters (AFL-CIO/CLC) (800 plant and wa
house employees): A 24-month renewal agreement effective from
July 7, 1980 to July 6, 1982, settled with mediation assistance
Duration of negotiations - 6 months.

Wages:	Effective	July 7/80	July 7/81
	General Increases*	48¢	43¢
	Labour Grade 1 (includes Bench Worker)	\$4.14-\$4.56 (\$3.66-\$4.08)	\$4.57-\$4.99
	Mechanic III, Carpenter III, or General Maintenance III	\$7.00-\$7.50 (\$6.52-\$7.02)	\$7.43-\$7.93

*Increases and rates shown are for non-incentive hourly workers
Incentive workers receive the same increases but the amounts are
proportioned between their base rates and bonus schedules.

Hours of Work:	40 per week (unchanged).
Overtime Period:	Commences after 8 hours of regular daily work (previously after 40 hours of regular weekly work).
Shift Premium:	0-5%-25¢. (Unchanged, but higher wage rates will result in higher premium for second shift.)
Paid Holidays:	11 (unchanged).
Paid Vacation:	1 week with 4% of earnings after 6 months' service, 2 weeks after 1 year, 3 weeks after 7 years, 4 weeks after 15 years and 5 weeks after 20 years (all unchanged). Total earnings will now include up to 10 days of weekly indemnity payments or Workmen Compensation benefits.
Health and Welfare:	Dental Plan (new) - Effective July 1, 1981, employer pays 100% premiums for a plan with basic coverage plus periodontal and restorative services. 50%/50% co-insurance. Payments are based on the Ontario Dental Association fee schedule.
Safety Shoes:	\$30 (\$15) per year.

MINES

Mattabi Mines Limited at Ignace - Local 7879, Steelworkers (AFL-CIO/CLC): A 33
1/2-month renewal agreement effective from August 1, 1980 to May
16, 1983, covering 300 employees, settled with mediation
assistance during a work stoppage. Duration of negotiations - 8
months.

Wages:	Effective	<u>Sept. 8/80</u>	<u>May 1/81</u>	<u>May 1/82</u>
General Increases		\$1.40	50¢	50¢
COLA Fold-in		14¢		
Additional Adjustment		20¢ for Certified Tradesman		
Labourer		\$8.38 (\$6.84)	\$8.88	\$9.38
Tradesman I		\$10.54 (\$8.80)	\$11.04	\$11.54
Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Payment on January and April 1981, 1982 and 1983; based on CPI increase in the previous quarter. Monies to be folded into wage rates on May 1, 1981 and May 1, 1982. (1¢ per 0.3 point increase in the CPI.)			
Overtime Pay:	Double time after 12 consecutive hours, double time after 48 hours in a week (previously time and one-half).			
Call Back Pay:	4 hours at time and one half times the basic hourly rate (Previously 1 1/2 times basic rate or 4 hours at basic rate, whichever is greater.)			
Shift Premium:	0-20¢-30¢ (0-18¢-28¢). Effective May 1, 1981, 0-25¢-35¢. Effective May 1, 1982, 0-27¢-37¢.			
Sunday Premium:	\$1.25 (\$1) per hour. Effective May 1, 1981, \$1.50 per hour.			
Paid Holidays:	Effective May 1, 1981, one floating holiday for a total of 13 days.			
Paid Vacation:	17 work days (new) after 8 years' service and 20 work days after 9 years.			
Vacation Allowance:	\$10 per work day for vacation between April 15 and November 15, \$12 per work day at other times. (Previously, \$9 per work day.)			
Bereavement Leave:	Brother and sister are included in up to 5 (3) days' paid leave to attend funeral.			
Health and Welfare:	<u>Life Insurance and A.D. & D</u> - Effective September 1980, \$13,000 (\$11,500) coverage. Effective May 1, 1981, \$14,000. Effective May 1, 1982, \$15,000.			
	<u>Weekly Indemnity</u> - Effective September 1980, benefit increases to \$170 (\$160) per week, payable on a 1-1-6-52 basis. Effective May 1, 1981, \$190 per week. Effective May 1, 1982, \$200 per week.			
	Extended benefit of \$125 per week for weeks 53 to 78 (new).			

Dental Plan - Effective September 1980, payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Employer pays 60% (50%) of premium costs. Effective May 1, 1982, based on the 1982 ODA fee schedule. Employer pays 70% of premium costs.

Pension Plan: Effective January 1, 1981, \$7 per month per year of current service. \$6 (\$2-\$5) per month for service between January 1, 1972 and December 31, 1980.

TRANSPORTATION

Mississauga Transit - Local 1572, Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	July 1/80	July 1/81
	General Increases	10%	10%
	General Serviceman	\$7.84 (\$7.13)	\$8.62
	Operator	\$9.52 (\$8.65)	\$10.47
	Licensed Mechanic/ Bodyman	\$10.12 (\$9.20)	\$11.13

Paid Vacation: 5 weeks (new) after 17 years' service.

Health and Welfare: Weekly Indemnity - Benefits increase to \$213 (\$195) per week. Effective July 1, 1981, benefit of \$234 weekly, payable on a 1-4-26 (1-4-52) basis.

Long Term Disability - Effective January 1, 1982, benefits of 66 2/3% of earnings payable to age 65, commencing after 26 (52) weeks.

Dental Plan - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective July 1, 1981, based on the 1981 ODA fee schedule.

Eyeglasses (new) - Employer pays 100% of cost of one pair of prescription safety glasses every 24 months.

Tool Allowance: \$4 (\$3.50) per week for Mechanics. Effective July 1, 1981, \$4.50.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW)
(AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 300 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	July 1/80	July 1/81
General Increases		10%	8%
<u>Non-Office</u>			
Groundman		\$7.62-\$8.71 (\$6.93-\$7.92)	\$8.23-\$9.41
Lineman 1st Class		\$11.74 (\$10.67)	\$12.68
<u>Office</u>			
General Clerk		\$189.32-\$211.59 (\$172.11-\$192.35)	\$204.47-\$228.52
Engineering Technician		\$399.47-\$456.74 (\$363.15-\$415.22)	\$431.43-\$493.28

Probationary period is 6 months. Maximum rates for Groundmen are reached after 12 months, for General Clerk and Engineering Technician after 2 years.

Cost of Living Allowance (new): Effective July 1, 1981, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggers at 8%. Capped at 11%.

Shift Premium: 0-20¢-30¢ (0-18¢-23¢) for Non-Office and Building Maintenance employees.

Bereavement Leave: Grandparent-in-law is included in 1 day's paid leave.

Paid Vacation: Effective in 1981, 3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years. 1 additional day after 16 (19) years' service, 2 additional days after 17 (20) years, 3 additional days after 18 (21) years, 4 additional days after 19 (22) years, 5 additional days after 20 (23) years and 6 weeks after 28 (30) years.

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in 1981, based on the 1981 ODA fee schedule.

Hearing Aid (new) - Employer pays 100% of premium costs for plan providing benefit of \$300 maximum in lifetime.

Pension Plan: Effective January 1, 1982, OMERS Type 3 implemented. Employer pays past service costs, employee pays the 2% future service costs.

Union Gas Ltd., southwestern Ontario - Energy and Chemical Workers* (CLC) (920 hours and 215 clerical employees): Two (four) 36-month renewal agreements effective from January 1, 1981 to December 31, 1983 settled at the bargaining stage. Duration of negotiations - 1 month.

*Previously, the Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC) and the Canadian Chemical Workers' Union (Ind.).

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	5%	3%	3%
	Adjustments (designated progression steps for tradesmen with licence or government ticket)	7¢-25¢ (approx. 1%)		

Hourly Rates

Yardman	\$7.37-\$8.36 (\$7.02-\$7.96)	\$7.59-\$8.61	\$7.82-\$8.82
Maintenanceman Class 1	\$7.37-\$10.10 (\$7.02-\$9.48)	\$7.59-\$10.40	\$7.82-\$10.82
Gas Dispatcher Class 1	\$7.65-\$10.88 (\$7.29-\$10.12)	\$7.88-\$11.21	\$8.12-\$11.12

Previous rates reflect an adjustment made August 31, 1980, 2% higher than had been scheduled for that date.

Weekly Rates - The 8 grade grid was restructured during the previous agreement into a 9 grade grid. The new grid was given the same increases, including the interim adjustment of 2%, as received by hourly rated employees.

Clerk, Grade 1	\$178.88-\$221.81 (\$170.36-\$211.24)	\$184.24-\$228.46	\$189.77-\$235.77
Clerk, Grade 9	\$350.60-\$393.53 (\$333.91-\$374.00)	\$361.12-\$405.33	\$371.95-\$417.95

Cost of Living Allowance: 1¢ for each 0.265 point rise in the Consumer Price Index - 1971=100; calculated and adjusted quarterly using December 31, 1980 as the base. See "Dental Plan" for COLA diversion. (Previous formula was considered inoperative.)

Hours of Work: Hourly employees - 40 per week; clerical 37 1/2 (both unchanged).

Shift Premium: 0-34¢-45¢ (0-28¢-40¢); "A" Shifts by voluntary manning 1 p.m. to 9 p.m. - 45¢ (40¢) per hour.

Sunday Premium: Effective in 1981, 70¢ (60¢) per hour. Effective in 1982, 80¢. Effective in 1983, 85¢.

Standby Pay: First 8 hours - \$7.50 (\$4.25)
Next 8 hours - \$2.50 (\$1.75)
Up to 24 hours on a day off - \$14 (\$8.50)
Up to 24 hours on a holiday - \$16 (\$10.50)

Overtime Pay: Double time (time and one-half for first 2 hours).

Paid Holidays: Designated - 12 (unchanged).

Paid Personal Holidays (new): 2 days in 1981, 4 in 1982 and 4 in 1983.

Paid Vacation: 6 weeks after 30 years' service (new). Also 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged). The previous provision granting 6 weeks after 20 years if an employee is at least 61 years of age will continue through 1982.

Effective in 1983, 6 weeks after 29 years regardless of age.

Health and Welfare: Sick Pay - 1 week after 6 months' service (1 year).

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule in 1981, the 1981 schedule in 1982, and the 1982 schedule in 1983.

Effective January 1982, \$500 lifetime coverage for orthodontics and payment every 5 years for dentures or partials added to plan on a 50%/50% co-insurance basis. Cost to be offset by withholding 5¢ per hour from any COLA due and payable effective with the first COLA adjustment made in 1982.

Safety Shoe Allowance: Effective in 1981, \$40 (\$30) per year. Effective in 1983, \$45.

RETAIL TRADE

Dominion Stores Ltd. at Toronto - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (970 full-time and part-time distribution employees): A 21 1/2-month renewal agreement effective from September 6, 1980 to June 21, 1982, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 22/80</u>	<u>June 22/81</u>
General Increases*			
	<u>Full-time Employees</u>	\$35/week	\$35/week
	<u>Part-time Employees</u>		
	Group "A"	92¢/hour	92¢/hour
	Group "B"	65¢/hour	65¢/hour

Maximum Weekly Rates
(Full-time)

"A" Cleaner (6 months)	\$358.50 (\$323.50)	\$393.50
Warehouseman (18 months)	\$405.00 (\$370.00)	\$440.00
Electrician (6 months)	\$426.00 (\$391.00)	\$461.00

*Wage increases shown will be prorated from 50% for start rates 100% for top rates for all Warehousemen, "A" Cleaners, "B" Cleaners, Packers and part-time employees hired after ratification.

Cost of Living Allowance (new): Full-time employees - 4 quarterly payments during each year of the agreement - \$39 per quarter in the first year and \$91 per quarter in the second.

Hours of Work: Full-time employees - Effective September 17, 1980, 37 1/2 (38) per week.

Shift Bonus: 0-40¢-45¢ (0-25¢-30¢).

Other Premiums: Work in frozen food room - 45¢, (35¢) per hour.

Truck drivers delivering frozen food - 20¢ (15¢) per hour.

Paid Holidays: Full-time employees - Effective September 6, 1980, employee's birthday is added for a total of 11 days. In addition, 4 hours holiday on Christmas Eve and on New Year's Eve.

Part-time employees - Provision according to provincial statute (unchanged).

Paid Vacation: Full-time employees - 4 weeks after 9 (10) years' service. Also 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 16 years and 6 weeks after 25 years (all unchanged).

Part-time employees - Provision according to provincial statute (unchanged).

Health and Welfare:	<u>OHIP (Part-time)</u> - The employer pays the full "single" premium (new).
Driver's Uniform:	Employer pays 75% of cost of initial uniform. In the second and succeeding years of employment, employer pays up to \$140 (\$125). Effective January 1981, \$150.
Meal Allowance:	\$3.25 (\$3) for drivers under prescribed conditions.
Safety Shoe Allowance:	\$40 (\$35) per year for full-time employees. Maintenance employees working in designated areas may receive a second allowance of \$40 (\$35).
Tool Allowance:	<u>Full-time employees - Tradesmen Group "A"</u> , \$80 (\$75) each June 1; <u>Group "B"</u> , \$55 (\$50).

The Great Atlantic & Pacific Company of Canada Ltd., province-wide - Locals 175 and 633, Food and Commercial Workers* (AFL-CIO/CLC) (5,435 full-time and part-time employees): Two 24-month renewal agreements effective from June 17, 1980 to June 16, 1982, settled with mediation assistance. Duration of negotiations - 7 months.

*Previously, the Canadian Food and Allied Workers Union. Name changed as a result of merger.

Provisions reported below apply to both full-time and part-time employees except where noted.

Wages:	Effective	<u>June 17/80</u>	<u>Sept. 29/80</u>	<u>June 16/81</u>
	General Increases**			
	Full-time Employees	\$35/week		\$30/week
	Part-time Employees	65¢/hour		65¢/hour
	Adjustments			
	Department Managers		\$5/week	
	Deli Head Clerk		\$7/week	
	<u>Maximum Weekly Rates</u> (Full-time employees)			
	Service Clerk (18 months)	\$330 (\$295)		\$360
	Journeyman Meat Cutter (30 months)	\$379 (\$344)		\$409

**Increases shown apply to all employees on staff at the time of ratification. New employees will be placed on wage schedules determined by applying the full value of the increases to the top of each progression and by applying various fractional amounts to lesser steps.

Cost of Living Allowance (new) (Full-time):	4 quarterly payments during each year of the agreement - \$39 per quarter in the first year and \$91 per quarter in the second.
Hours of Work (Full-time):	Effective June 15, 1981, 37 (38) per week.
Night Shift Premium:	75¢ (60¢) per hour.
Paid Holidays (Full-time):	10 (unchanged).
Paid Holidays (Part-time):	Civic Holiday is added for a total of 9 days.
Paid Vacation (Full-time):	Effective January 1981, 4 weeks with 152 hours of pay after 9 (10) years' service. Also 2 weeks with 76 hours of pay after year, 3 weeks with 114 hours after 5 years, 5 weeks with 190 hours after 16 years and 6 weeks with 228 hours after 25 years (all unchanged).
Paid Vacation (Part-time):	3 weeks with 7% of previous years' earnings after 10 years (new). Also 4% for less than 5 years of service and 5% for employees with 5 to 10 years of service (both unchanged).
Jury Duty (Part-time):	Effective September 29, 1980, employer pays any difference between court fees and time lost when serving on a jury or subpoenaed by the Crown as a witness in a criminal proceeding (new).
Health and Welfare (Full-time):	<u>Long Term Disability</u> - Effective September 29, 1980, 70% of base monthly earnings to a maximum of \$1,500 (\$1,000) per month.
Pension Plan (Full-time):	<u>Past Service Credit</u> - Effective June 16, 1980, \$15 (\$12) per month per year of service not including qualifying year. Effective June 15, 1982, \$16. <u>Future Service Credit</u> - Effective June 16, 1980, \$15 (\$12) per month per year of service not including qualifying years. Effective June 14, 1982, \$16. <u>Early Retirement (new)</u> - Employees may retire at age 63 without actuarial reduction. <u>Reduction Factor</u> - 4% (5%) per year for early retirements between 55 and 63. <u>Death Benefit</u> - \$2,000 (\$1,500). <u>Spouse's Allowance</u> - 50% (40%) of employee's pension as modified.
Supper Bonus:	Effective September 29, 1980, \$2.75 (\$2.50) for stores remaining open in evenings.

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.)
(560 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept.1/80	Sept.1/81
	General Increases	8.5%	8%
	Teacher - Category D 0-6 years	\$12,131-\$15,508 (\$11,181-\$14,228)	\$13,101-\$16,749
	Teacher - Category A1 0-10 years	\$14,872-\$25,476 (\$13,707-\$23,373)	\$16,062-\$27,514
	Teacher - Category A4 0-11 years	\$17,675-\$32,296 (\$16,291-\$29,630)	\$19,089-\$34,880
	<u>Principals</u>		
	"B" Schools 0-3 years	\$34,993-\$36,925 (\$32,600-\$34,400)	\$37,792-\$39,879
	"A" Schools 0-3 years	\$35,637-\$37,569 (\$33,200-\$35,000)	\$38,488-\$40,575

Cost of Living Allowance (new): Effective in the second year of the contract, if the Consumer Price Index - 1971=100, rises by 9%, a lump sum payment of \$200: if the CPI rises by 11% an additional payment of \$150. Payment will be made by September 1982 and not folded into rates. Prorated for part-time employees.

Responsibility Allowances: Effective Sept. 1, 1981 -
Vice-Principal, 0-2 years - \$2,205-\$2,695 (\$2,042-\$2,495)
Supervisor - \$2,205 (\$2,042)
Program Supervisor - \$2,634 (\$2,439)
County Supervisor - \$3,369 (\$3,119)
County Co-ordinator - \$3,798 (\$3,517)
Program Consultant of Special Services - \$2,634 (\$2,439)

Health and Welfare: Dental Plan (new) - Effective January 1, 1981, comprehensive coverage. Employer pays 80% of premiums.

Dufferin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.)
A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 237 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	General Increases	9%	8%	1%
	Teacher Cat. 1 0-5 years	\$11,345-\$16,045 (\$10,420-\$14,720)	\$12,260-\$17,310	\$12,400-\$17,310
	Teacher Cat. 4 0-11 years	\$14,600-\$25,985 (\$13,390-\$23,840)	\$15,745-\$28,065	\$15,915-\$28,065
	Teacher Cat. 7 0-11 years	\$17,635-\$32,155 (\$16,190-\$29,500)	\$19,055-\$34,730	\$19,240-\$35,000
	Principals 0-4 years	\$36,900-\$40,100 (\$33,300-\$36,100)	\$40,500-\$44,100	\$40,500-\$44,100
Health and Welfare:	Employees who work part-time receive premium assistance on a pro-rated basis (new).			
Extra Degree Allowance:	Effective September 1, 1981, a teacher on the grid with a M.Ed degree receives an additional \$500 (new).			
Responsibility Allowances:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>	
	Vice-Principal	\$3,150 (\$3,000)	\$3,275	
	Principal's Assistants	\$1,940 (\$1,850)	\$2,020	
	Consultant 1-3 (new)	\$1,850 - \$3,000	\$1,850-\$3,000	

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)
(caretaking and maintenance employees, cafeteria staff and bus drivers): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 350 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
	General Increases	7%	3%
	Cafeteria Assistant	\$5.38 (\$5.03)	\$5.53
	Plumber	\$9.35 (\$8.74)	\$9.61
	Effective	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
	General Increases	7%	3%
	Cafeteria Assistant	\$5.92	\$6.09
	Plumber	\$10.28	\$10.57

Shift Premium: Effective September 6, 1980, 0-26¢-29¢ (0-22¢-25¢). Effective April 1, 1981, 0-28¢-31¢.

Weekend Premium: Effective September 6, 1980, \$9.75 (\$8.75) for Custodian doing security checks on a weekend. Effective April 1, 1981, \$10.

Paid Vacation: 4 weeks after 10 (11) years' service. Effective in 1981, 6 weeks (new) after 25 years.

Health and Welfare: OHIP - Effective September 6, 1980, employer pays 80% (75%) of premium costs. Effective April 1, 1981, 85%.

Dental Plan - Effective September 6, 1980, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective April 1, 1981, based on the 1979 ODA fee schedule.

Mileage Allowance: Effective September 6, 1980, 24.5¢ (23¢) per mile. 29¢ (26¢) per mile for employees carrying tools or equipment.

Essex County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (555 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept.1/80	Feb. 1/81
General Increases		6.6%	7.1%
Teacher - Category I 0-10 years		\$14,795-\$25,255 (\$13,870-\$23,680)	\$15,850-\$27,060
Teacher - Category IV 0-10 years		\$17,465-\$30,800 (\$16,380-\$28,900)	\$18,715-\$33,000
Vice-Principals 0-3 years		\$34,425-\$36,885 (\$32,200-\$34,600)	\$36,870-\$39,505
Principals 0-3 years		\$38,375-\$41,575 (\$36,000-\$39,000)	\$41,100-\$44,525
	Effective	Sept.1/81	Feb. 1/82
General Increases		3%	4.4%
Teacher - Category I		\$16,330-\$27,880	\$17,050-\$29,110
Teacher - Category IV		\$19,280-\$34,000	\$20,130-\$35,500
Vice-Principals*		\$38,015-\$40,730	\$39,690-\$42,525
Principals		\$42,375-\$45,905	\$44,245-\$47,930

*Secondary schools with an enrolment over 1,250 will be required to have a second vice-principal (new).

Cost of Living Allowance:	Formula is $.75 \times$ monthly percentage increase in the Consumer Price Index - 1971=100, times monthly salary. Calculated and paid quarterly. Base period is CPI for August 1980 (1979). (Basic formula is unchanged. Generated an approximate average allowance of \$1,000.)
Responsibility Allowances:	Director - \$2,600 (\$2,400) Major Department Head - \$2,400 (\$2,200) Minor Department Head - \$1,350 (\$1,200) Assistant Department Head - \$1,050 (\$1,000)
Related Work Experience Allowance:	\$400 (\$300) per year for a maximum of 7 (8) years.
Extra Degree Allowance:	\$550 (\$500) for a M.A., M.Sc., M.Ed. not otherwise utilized for classification; \$700 (\$600) for a Ph.D. or an Ed.D.
Health and Welfare:	<u>Vision Care (new)</u> - Up to \$60 coverage every 2 years. <u>Coverage of Benefits after Retirement (new)</u> - Eligible employees who retire prior to age 65 may maintain insurance benefits at their own cost for 1 year.
Paternity Leave (new):	1 day with pay for the birth or adoption of a child.
Adoption Leave (new):	Duration - 1 week prior to adoption, 6 weeks following adoption. Leave is without pay or benefits, but no loss of seniority. Employee may maintain benefits. Eligibility - 2 years of seniority.
Surplus Alleviation Measures:	Supply Pool - Up to 7 (5) teachers with 3 or more years of service declared surplus will be paid full salaries for up to (1) years and assigned duties as permanent supply teachers. "Four Years Over Five" Plan (new) - Requires 3 years of seniority.

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (In 530 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept.1/80
	Average Increase	11.1%
	Teacher - Level 1 (D) 0-6 years	\$12,900-\$17,400 (\$11,965-\$16,116)
	Teacher - Level 4 (A1) 0-11 years	\$15,700-\$26,700 (\$13,969-\$25,282)

Sept. 1/80

Teacher - Level 7 (A4)	\$18,350-\$32,500
0-14 years	(\$16,689-\$30,668)
Principal	\$35,500-\$37,500
0-4 years	(\$32,359-\$35,007)

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,320 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept.1/80</u>
	Average Increases (Teachers' Grid)	8.3%
	Teacher - Category 1	\$11,348-\$16,302
	0-5 years	(\$10,411-\$14,956)
	Teacher - Category A1	\$15,851-\$25,671
	0-9 years	(\$14,677-\$23,769)
	Teacher - Category A4	\$19,306-\$32,490
	0-12 years	(\$17,876-\$29,999)
	<u>Vice-Principal</u>	\$31,408-\$34,000
		(\$28,000-\$30,250; or grid plus an allowance of \$3,494 if higher)

Principals

"B" Schools	\$34,279-\$36,703
0-2 (3) years	(\$30,618-\$33,984)
"A" Schools	\$34,279-\$39,126
0-4 (5) years	(\$30,618-\$36,228)
<u>Assistant Co-ordinators</u>	\$34,187-\$37,187
0-3 years	(\$31,655-\$34,433)
<u>Co-ordinators</u>	\$36,763-\$40,763
0-4 years	(\$34,040-\$37,744)

Post Graduate
Extra Degree: \$800 (\$730).

Health and
Welfare: Life Insurance - Employer pays 100% of the premiums for the first 25% of coverage. Maximum coverage is \$130,000 (\$80,000). (Previously, employer paid 75% of premiums for first \$25,000 of coverage.)

Dental Plan - Payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers Federation (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept.1/80	Sept.1/81
	Increases	8%	7.8%
	Levels 1-7		
	Teacher - Level 1 0-5 years	\$11,773-\$16,302 (\$10,901-\$14,994)	\$12,691-\$17,500
	Teacher - Level 4 0-11 years	\$15,546-\$26,015 (\$14,394-\$24,088)	\$16,759-\$28,000
	Teacher - Level 7 0-13 years	\$18,871-\$32,577 (\$17,473-\$30,164)	\$20,343-\$35,100
	Principals		
	"A" Schools (fewer than 15 teaching units) 0-3 years (0-4 years)	\$32,806-\$35,702 (\$29,876-\$32,557)	\$35,365-\$38,400
	"B" Schools (15 or more teaching units) 0-5 years (0-6 years) Sept. 1/81, 0-4 years	\$33,230-\$38,268 (\$30,269-\$34,933)	\$35,822-\$41,200
Cost of Living Allowance (new):	Should the Consumer Price Index - 1971=100 for the month of April 1982 exceed that of the month of April 1981 by 9% but less than 10.1%, each teacher employed continuously by the Board throughout the school year will receive during the month of June 1982 a single payment of \$125. Should the said increase in the CPI be 10.1% or greater, the payment will be increased to \$250. This payment will be prorated in the case of a part-time teacher. This payment will be folded in effective August 31, 1982.		
Sick Leave:	Maximum accumulation of 240 (230) days.		
Health and Welfare:	OHIP, Major Medical coverage, Semi-private coverage and Dental Plan - Effective January 1, 1981, employer will pay 85% (80%) of premium costs.		
	Dental Plan - Effective January 1, 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule.		

Lincoln County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (745 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept.1/80</u>
	Average Increase	8.5%
	Teacher - Category 1 0-10 years	\$16,028-\$26,853 (\$14,772-\$24,749)
	Teacher - Category 4 0-11 years	\$19,280-\$33,887 (\$17,770-\$31,232)

Responsibility Allowances:	<u>Principals</u> - \$8,071 (\$7,836) over maximum of Category 4
	<u>Vice-Principals and Consultants</u> - \$5,112 (\$4,963) over maximum of Category 4.
	<u>Department Heads</u>
	Major - \$2,825 (\$2,743)
	Minor - \$1,748 (\$1,697)
	Assistant - \$1,345 (\$1,306)

Staffing: For the school year starting September 1, 1981, the Board is to make provision for 1 teacher more than allotted by the present pupil-teacher ratio.

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC)
(full and part-time teacher assistants and office and clerical employees): Four 10-month renewal agreements effective from September 23, 1980 to July 31, 1981, with wages retroactive to July 1, 1980, covering 407 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/80</u>	<u>Jan. 1/81</u>
	Increases	9% for office and clerical employees	10.5% non-compounded for office and clerical employees
	Pre-School, Kindergarten and Special Education-Developmentally Handicapped	\$4.76-\$5.95 (\$4.05-\$5.41)	\$4.80-\$6.00
	Job Group I (includes Clerk/ Typist)	\$4.88-\$6.03 (\$4.48-\$5.53)	\$4.95-\$6.11

	<u>July 1/80</u>	<u>Jan. 1/81</u>
Job Group VI (Senior Secretary II)	\$7.19-\$8.89 (\$6.60-\$8.16)	\$7.29-\$9.02

Probationary period is 90 calendar days. Maximum rates are reached after 2 annual increases.

Hours of Work:	33 (35) hours per week from July 3, 1981 to July 31, 1981 for office and clerical employees on staff during the summer.
Overtime Pay:	Straight time off in lieu of hours worked beyond 5 hours on a Friday during July 1981 (new).
Paid Holidays:	2 lieu days off for employees on staff during July and August 1980, to be taken before the period ending June 30, 1981.
Paid Vacation:	5 weeks after 22 (25) years' service.
Bereavement Leave:	Up to 3 (2) days to attend the funeral and up to 1 (2) additional days to make administrative arrangements, where long distance travel is involved.
Sick Leave Plan (Part-time, new):	Effective October 1, 1980, 1 day per month of active employment for employees working 17 1/2 hours or more per week. Maximum accumulation is 120 days.
Health and Welfare:	Employer pays 80% of premium costs for Life Insurance, O.H.I.P. Extended Health Care, Semi-Private Hospitalization, Long Term Disability and Dental Plan, for full-time employees whose duties correspond to the school year and are laid off during July and August (new).

Nipissing Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 248 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
Increases		\$1,123-\$2,975	5.2%	\$465-\$2,000
Teacher D 0-5 years		\$12,123-\$15,431 (\$11,000-\$14,080)	\$12,753-\$16,233	\$13,218-\$17,000
Teacher A1 0-11 years		\$15,671-\$25,646 (\$14,300-\$23,400)	\$16,486-\$26,980	\$17,275-\$28,000
Teacher A4 0-11 years		\$18,548-\$32,150 (\$16,800-\$29,175)	\$19,512-\$33,822	\$20,683-\$35,000

Cost of Living
Provision: Discontinued.

Nipissing Board of Education - Ontario Secondary School Teachers Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/80	Jan. 1/81	Sept. 1/81
General Increases		9.2%	.9%	8.99%
Teacher A1-1 0-11 years		\$15,770-\$25,824 (\$14,443-\$23,651)	\$15,915-\$26,057	\$17,347-\$28,402
Teacher A4-4 0-11 years		\$18,780-\$32,750 (\$17,199-\$29,995)	\$18,952-\$33,054	\$20,657-\$36,024

Cost of Living Allowance: 1/10th of annual salary times the percentage increase in the Consumer Price Index - 1971=100. Triggered at 6%. Capped at 4%. (Same formula.)

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,000 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept.1/80	Sept.1/81
Increases:			
Teachers		6.4%	7.5%
Principals and Vice-Principals		5.9%	7.0%
Teacher - Level D 0-6 years		\$11,291-\$15,577 (\$10,612-\$14,640)	\$12,138-\$16,745
Teacher - Level A1 0-10 years		\$15,315-\$25,169 (\$14,394-\$23,655)	\$16,464-\$27,057
Teacher - Level A4 0-10 years		\$17,875-\$30,878 (\$16,800-\$29,021)	\$19,216-\$33,194
Vice-Principals 0-5 years		\$28,412-\$32,657 (\$26,829-\$30,838)	\$30,401-\$34,943
Principals 0-7 years		\$32,322-\$38,467 (\$30,521-\$36,324)	\$34,585-\$41,160

Health and Welfare: Dental Plan - Premiums are split 50/50 with payments based on the 1979 (1976) Ontario Dental Association fee schedule.

Peterborough County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (550 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase	9.16%
	Teacher - Category 1 0-5 years	\$12,013-\$15,496 (\$11,005-\$14,196)
	Teacher - Category 4 0-12 years	\$15,104-\$26,078 (\$13,837-\$23,890)
	Teacher - Category 7 0-12 years	\$17,582-\$32,748 (\$16,107-\$30,000)
Responsibility Allowances:	Principals - 20 steps depending on number of classrooms.	\$436
		\$8,370 (\$3,996-\$7,668).
	<u>Vice-Principals</u> - 20 steps depending on number of classrooms.	\$436
		\$16,107 (\$7,668-\$15,439).
	<u>Consultants</u> (previously, Resource Teacher Head) -	\$1,637 (\$1,500 or \$2,620 (\$2,400) depending on whether or not there are other resource teachers in the department.
	<u>Resource Teacher</u> -	\$819 (\$750).
Health and Welfare:	<u>OHIP, Semi-Private, Life Insurance and Extended Health Care</u> -	Employer contributes 85% (80%) of premium costs.
	<u>Dental Plan</u> - Coverage for crowns and dentures added.	Payment are based on the 1980 (1979) Ontario Dental Association fee schedule. Employer continues to pay 75% of premiums.
Redundancy Alleviation:	The employer agrees to hire September 1, 1981 eight teachers above the number that would have been mandated by the teacher/pupil ratio (new).	
	A "Four Over Five" - Teacher Funded Leave Plan has been adopted (new).	

Peterborough County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 490 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase	9.2%

		<u>Sept. 1/80</u>	
	Teacher Category 1	\$15,104-\$26,078	
	0-12 years	(\$13,837-\$23,890)	
	Teacher Category 4	\$17,582-\$32,748	
	0-12 years	(\$16,107-\$30,000)	
	Principal	\$41,507-\$44,723	
		(\$38,024-\$40,970)	
Responsibility Allowances:	Assistant Department Head	\$1,200 (\$1,100)	
	Minor Department Head	\$1,500 (\$1,375)	
	Major Department Head	\$2,700 (\$2,475)	
	Director	\$2,925 (\$2,675)	
Health and Welfare:	<u>Life Insurance, OHIP, Extended Health Care and Semi-Private Hospitalization</u> Employer pays 85% (80%) of premium costs.		
	<u>Dental Plan</u> - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Blue Cross Rider 4 is added.		
<u>Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco Ontariens (Ind): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 8 months.</u>			
Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	Increases	8.25% on grid	7.8% on grid
	Teacher D	\$11,907-\$15,632	\$12,836-\$16,851
	0 - 5 years	(\$11,000-\$14,440)	
	Teacher A1	\$14,857-\$24,707	\$16,015-\$26,635
	0 - 10 years	(\$13,725-\$22,825)	
	Teacher A4	\$18,453-\$31,620	\$19,896-\$34,086
	0 - 11 years	(\$17,045-\$29,211)	
Cost of Living Allowance:	Effective in the second year, 1/10th of 1% of gross annual salary for each 1/10th of 1% rise in the Consumer Price Index - 1971=100, where July, 1981 is the base index month. Triggers at 9.25%. Capped at 2% and payable quarterly as a lump sum. (Basic formula is unchanged. Same cap. Previously, triggered at 9% and payable as 1 lump sum payment.)		

Wentworth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (540 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/80

Increases

Teachers' Grid 8.75%
Principals 7%

Teacher - Category D \$10,975-\$16,418
0-6 years (\$10,092-\$15,097)

Teacher - Category A1 \$15,360-\$26,057
0-10 years (\$14,124-\$23,960)

Teacher - Category A4 \$18,540-\$34,262
0-13 years (\$17,048-\$31,505)

Principals

Schools with less than \$34,116-\$36,737
10 teachers including (\$31,884-\$34,334)
Principal
0-5 years

Schools with 10 or more \$37,183-\$39,858
0-5 years (\$34,750-\$37,250)

Principals may also be eligible for an extra degree allowance \$735 (\$725) as well as other adjustments if holding designated positions on the teachers' grid.

Health and
Welfare:

OHIP, Semi-Private, Extended Health and Life Insurance - The employer pays 100% of premiums in effect on September 1, 1980 (1979).

Vision Care (new) - Employer pays 100% of premiums for a plan equivalent to a Green Shield 7 plan.

Dental Plan - Employers pays 100% (66.2/3%) of premiums for the comprehensive plan. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (615 clerical, technical, administrative and service employees): A 24-month renewal agreement effective from July 1 1980 to June 30, 1982, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>
	Increases*	8.4%	4.3%
	Level 1 (includes Mail Clerk) (0-4 steps)	\$8,336-\$9,811 (\$7,690-\$9,051)	\$8,694-\$10,23

	<u>July 1/80</u>	<u>July 1/81</u>
Level 5 (includes Secretary) (0-9 steps)	\$12,665-\$16,944 (\$11,684-\$15,631)	\$13,210-\$17,673
Level 9 (includes Computer Services Supervisor) (0-10 steps)	\$22,872-\$31,504 (\$21,100-\$29,063)	\$23,855-\$32,859

*One step increase will be given to each grade on July 1, 1980, January 1, 1981 and July 1, 1981 to all employees with more than 1 year of service. On January 1, 1982, a one step increase will be given to those employees who came on staff between July 1, 1980 and December 31, 1980.

Hours of Work: 35 per week (unchanged).

Paid Vacation: Vacation year base is September 1 - August 31 (July 1 - June 30). 3 weeks after 1 year's service, 16 days after 6 years and an extra day per year of service thereafter up to 22 days, 5 weeks after 18 years, 2 additional weeks in 25th year only (all unchanged).

Health and Welfare: Sick Leave - May be advanced to new employees (new).

Supplementary Medical Insurance, Ontario Health Insurance Plan, Group Life and Total Disability Insurance - Effective April 1, 1982, 75% (50%) employer paid.

Staff Training Development Fund: \$10,000 (\$5,000).

Metropolitan Toronto Library Board - Local 1582, Canadian Union of Public Employees (CLC) (office and clerical employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 225 employees, settled during a work stoppage. Duration of negotiations - 7 months.

Wages:	<u>Effective</u>	<u>Jan. 1/80</u>	<u>Sept. 16/80</u>	<u>Dec. 31/80</u>
General Increases		8%	2%	\$200
Code A (Mail Clerk)	\$9,988-\$11,362 (\$9,248-\$10,520)	\$10,188-\$11,589	\$10,388-\$11,789	
Code E (Library Assistant)	\$14,949-\$16,979 (\$13,842-\$15,721)	\$15,248-\$17,319	\$15,448-\$17,519	

Probationary period is 6 months. Maximum rates are reached on merit.

Lump Sum Effective September 16, 1980, \$200.
Payment:

Health and Major Medical - Effective November 1, 1980, \$50 (\$10) every 2
Welfare: years towards the cost of prescription glasses.

HEALTH AND WELFARE SERVICES

Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital and Wellesley Hospital at Toronto - Locals 204 and 777, Service Employees (AFL-CIO/CLC) (office and clerical employees): Five 12-month renewal agreements effective from October 1, 1980 to September 30, 1981, covering 845 employees, settled by arbitration. Duration of negotiations - 3 months.

Wages: Effective Oct. 1/80

General 12%
Increase

Sunnybrook Hospital

Grade 1 \$5.66-\$6.33
(includes Clerk (\$5.05-\$5.65)
Receptionist)

Grade VI \$6.64-\$7.34
(includes Health (\$5.93-\$6.55)
Records Technician)

Probationary period is 3 calendar months. Maximum rates are reached after 4 years.

Shift Premium: 0-\$1.95-\$1.95 (0-\$1.65-\$1.65).

Bereavement 3 days' paid leave to attend funeral of grandchildren,
Leave: sister-in-law and brother-in-law (new).

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 20 (22) years.

Health and Life Insurance - Employer pays 85% (75%) of premium costs for
Welfare: additional life insurance.

Extended Health Care - Employer pays 75% (50%) of premium costs

Dental Plan - Payments are based on the 1980 (1979) Ontario
Dental Association fee schedule.

Meal Allowance Free meal or \$3 after 3 hours of overtime.
(new):

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (4,225 postal supervisors): A 4-month renewal agreement effective from September 1, 1980 to December 31, 1980, with wages retroactive to January 1, 1980, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
General Increases		73¢	72¢
	<u>Weekly Rates</u>		
PO-SUP-1	\$370.60-\$384.76 (\$341.40-\$355.56)		\$399.40-\$413.56
PO-SUP-4	\$426.62-\$443.10 (\$397.42-\$413.90)		\$455.42-\$471.90
PO-SUP-7	\$491.80-\$511.02 (\$462.60-\$481.82)		\$520.60-\$539.82
Hours of Work:	40 per week (unchanged), except for those who supervise CUPW employees 37 1/2 (40) with 40 hours' pay.		
Overtime Pay:	Double time from the third hour (time and one-half).		
Shift Premium:	0-60¢-60¢ (0-41¢-41¢).		
Weekend Premium:	80¢ per hour for regularly scheduled work on Saturday and Sunday (60¢ Saturday and 75¢ Sunday).		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	Effective April 1, 1980, 5 weeks after 22 (25) years' service and 6 weeks (new) after 30 years. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Marriage Leave:	Qualifying period 6 months (1 year).		
Boot and Glove Allowances:	Boots - Effective April 15, 1980, \$155 (\$145) per year. Gloves - Effective April 15, 1980, \$11 (\$10) per year.		
Meal Allowance:	Effective September 1, 1980, \$4 (\$3) after 2 hours overtime.		
Severance Pay:	Will be paid to employees who are released for incapacity in accordance with Section 31 of the Public Service Employment Act (new).		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (3,000 data processing employees): A 3-month renewal agreement effective from September 29, 1980 to January 6, 1981, with wages retroactive to January 7, 1980, settled at the conciliation board stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 7/80</u>	<u>Aug. 7/80</u>
	Increases	9%	5%
	<u>Data Conversion</u>		
	<u>Sub-Group</u>		
	DA-CON-1	\$9,062-\$11,865 (\$8,314-\$10,885)	\$9,515-\$12,458
	DA-CON-8	\$20,688-\$22,657 (\$18,980-\$20,786)	\$21,722-\$23,790
	<u>Data Production</u>		
	<u>Sub-Group</u>		
	DA-PRO-1	\$9,028-\$12,970 (\$8,283-\$11,899)	\$9,479-\$13,619
	DA-PRO-7	\$22,916-\$25,104 (\$21,024-\$23,031)	\$24,062-\$26,359
Hours of Work:	37 1/2 per week (unchanged).		
Shift Premium:	0-30¢-38¢ (0-25¢-33¢).		
Weekend Premium:	35¢ (25¢) per hour for regularly scheduled work on Saturday and Sunday.		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Meal Allowance:	\$4 (\$3.25) after 3 hours' overtime and \$3 (\$2.50) after an additional 4 hours.		

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (4,455 general operational services category employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	30¢ plus 6.6%
	Additional Adjustments	4¢ for Sewers 1 and 2 and Tailors
	Cleaner 1	\$5.37-\$5.51 (\$4.74-\$4.87)

	<u>Jan. 1/80</u>
Elevator Attendant	\$6.16-\$6.34) (\$5.48-\$5.65)
Security Officer 3	\$6.96-\$7.17 (\$6.23-\$6.43)
Clerk 6, Supply	\$8.35-\$8.88 (\$7.53-\$8.03)

Hours of Work: Some classifications - 40 per week; others - 36 1/4 per week (unchanged).

LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (CLC):

A 12-month renewal agreement effective from July 1, 1980 to June 30, 1981, covering 312 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/80</u>	<u>Jan.1/81</u>
	General Increases	7%	3%
	Clerk 1	\$10,145-\$10,679 (\$9,481-\$9,980)	\$10,449-\$10,999
	Senior Planner 2	\$27,130-\$28,557 (\$25,355-\$26,689)	\$27,944-\$29,414

Maximum rates are reached upon completion of the 6 continuous calendar months probationary period.

Shift Premium: Effective January 1, 1981, 0-40¢-40¢ (0-35¢-35¢).

Paid Vacation: Effective in 1981, 6 weeks (new) after 30 years' service.

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind.)

(5,300 police officers): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increases	12.36%
	3rd Class Constable	\$22,519 (\$20,041)
	1st Class Constable	\$27,000 (\$24,030)
	Staff Sergeant	\$32,374 (\$28,813)

Hours of Work:	40 per week (unchanged).
Paid Holidays:	11 (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 9 years, 5 weeks after 17 years and 6 weeks after 25 years (all unchanged).
Health and Welfare:	<u>Dental Plan</u> - Payments to be based on the 1980 (1979) Ontario Dental Association fee schedule.
Pension Plan:	<u>Survivor Benefit</u> - Provides a supplement to statutory benefits for officers killed on duty to bring total survivor benefit to 100% (80%) of the deceased's income.
Plain Clothes Allowance:	\$550 (\$500) per year.
Mileage Allowance:	17¢ (15¢) per kilometre.

Ottawa City - Police Association (Ind.) (540 employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
	Increases	7.5%	3.75% non-compounded
	Police Constable (3rd Class)	\$18,457.00 (\$17,169.30)	\$19,100.85
	Police Constable (1st Class)	\$23,374.05 (\$21,743.30)	\$24,189.42
	Senior Staff Sergeant	\$30,911.88 (\$28,755.24)	\$31,990.20
Hours of Work:	40 per week (unchanged).		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	15 working days after 1 year's service, 20 after 13 years, 21 after 14 years, 22 after 15 years, 23 after 16 years, 24 after 17 years, 25 after 18 years and 30 after 25 years (all unchanged).		
Health and Welfare:	<u>Life Insurance</u> - Employer contributes \$16 (\$11.86) per month for single coverage and \$17 (\$12.56) for married, for \$25,000 coverage.		
	<u>Dental Plan</u> - Employer contributes \$2.45 (\$2) per month for single coverage and \$8 (\$5) per month for married.		

ADDENDUM

April 1980 Settlement

CONSTRUCTION

Ontario Painting Contractors Association, Ontario Acoustical Association and Interior Systems Contractors Association - Ontario Council, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 3,335 employees, settled at the bargaining stage and ratified in April, 1980. Duration of negotiations - 1 month.

Ontario Painting Contractors Association (commercial, industrial, institutional and residential construction)

Wages:	Effective	May 1/80	May 1/81
General Increases		80¢*	71¢*
Journeyman Painter-Ottawa, Local 200		\$10.29 (\$9.65)	\$10.90
Journeyman Painter-Hamilton, Local 205		\$11.77 (\$11.15)	\$12.55
Journeyman Painter - Toronto District 46		\$11.90 (\$11.10)	\$12.61
Journeyman Painter-Sarnia, Local 1590		\$12.42 (\$11.92)	\$13.32

*Applies to Toronto, London, Sault Ste. Marie and Oshawa, where vacation pay was already 10%.

Foreman, Spraymen and Sandblaster Premium: 75¢ (50¢) per hour. Effective May 1, 1981, \$1.00 per hour. Effective May 1, 1980, \$1.00 (70¢) per hour for sandblasting or spray painting the inside of tanks or vessels which are enclosed, for Sarnia local only.

Paperhangers, Fabric Hangers, Swing Stage and Bosun Chair Premiums: 50¢ (40¢) per hour, for Windsor local only.

Swing Stage, Bosun Chair and Exterior Work Premiums: 50¢ per hour for 50 feet or over and \$1.00 per hour for 150 feet or over (Previously, 50¢ per hour for 40 to 100 feet, for London local).

Overtime Pay (London Local only): Double time (time and one-half) for all overtime hours worked.

Vacation Pay: 8% (7%) for Ottawa local and 9% (8%) for Niagara Region and Windsor locals. Effective May 1, 1981, 10% for all locals. (Previously, 9% for Hamilton, Kingston, Kitchener, Sarnia, Sudbury and Thunder Bay. Unchanged for all others).

Welfare Trust Fund: Employer contributes 85¢ (75¢) per hour worked.

Pension Fund: Employer contributes 20¢ (10¢) per hour worked for Ottawa local only. Effective May 1, 1981, 30¢. Effective May 1, 1981, employer contribution increases by 20¢ per hour worked for all other locals. (Previously employer paid 10¢ per hour worked for Hamilton, Niagara Region, Sarnia, Sudbury and Windsor locals and 30¢ per hour worked for all other locals).

Industry Promotion Fund: Effective May 1, 1981, employer contributes 20¢ (15¢) per hour worked.

Board Allowance: \$22 (\$20) per day up to \$154 (\$100) per week.

Mileage Allowance: 15¢ (12¢) per kilometre. Effective May 1, 1981, 18¢.

Travelling Time Allowance: \$1.50 to \$4.50 (\$1.00 to \$4.00) for work performed within a 25 mile zone area radiating from Toronto City Hall.

Ontario Acoustical Association and Interior Systems Contractor Association (drywall tapers, plasterers and fireproofing applicators on commercial, industrial, institutional and residential construction)

Wages:	Effective	May 1/80	May 1/81
General Increases		65¢	70¢
Journeyman,		\$12.80	\$13.50
Toronto, Hamilton,		(\$12.15)	
Niagara Falls, Oshawa,			
Cobourg, Belleville,			
Kingston, London, Windsor			
and Sarnia			

Welfare Trust Fund: Effective May 1, 1981, employer contributes 85¢ (75¢) per hour worked.

Pension Fund: Employer contributes 30¢ per hour worked for Thunder Bay local. Effective May 1, 1981, 35¢ per hour for all locals (previously 20¢ per hour worked for all locals).

Board Allowance: The employer shall pay employees who are required to travel to and from jobs each day as follows:

London Local - \$5 per day for over 30 miles radius; \$7 per day for over 40 miles radius and \$12 per day for over 50 miles radius to 60 miles radius.

Thunder Bay Local - \$3.50 per day when the employee is working on more than 2 projects in the same day and using his car.

Windsor, Local - \$3.25 per day for employees working beyond the free zone up to a distance of 20 miles and \$6 per day for work beyond that up to the boundaries of Essex County.

All Other Locals

Up to 35 miles	nil
35 to 45 miles	\$7 per day (1/2 hour per day)
45 to 55 miles	\$15 per day (1 hour per day)
Over 55 miles	\$23 (\$20) per day (Room and Board)
Over 150 miles	\$23 (\$20) per day for 7 days (Room and Board)

Mileage Allowance (Thunder Bay Local, only): 24¢ per mile.

Travelling Allowance (new): 25¢ per mile.

Interior Systems Contractors Association and Ontario Acoustical Association (drywall tapers, residential piecework).

Wages: For hourly rate of pay see "Wages" for Ontario Acoustical Association and Interior Systems Contractors Association.

Apartments - Employer pays \$75 plus benefits of \$6 per 1,000 square feet of drywall taped, with no Service Charge attached to these rates. Effective May 1, 1981, \$80 plus benefits of \$6 per 1,000 square feet and no Service Charges.

Houses - Employer pays \$70 per 1,000 square feet taped. Effective December 1, 1980, \$70 plus benefits of \$6 per 1,000 square feet of drywall. Effective May 1, 1981, \$75 plus benefits of \$6 per 1,000 square feet.

June 1980 Settlements

EDUCATION AND RELATED SERVICES

Stormont, Dundas & Glenora County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 347 employees, settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>
	Average Increase	9.1%
	Teacher D	\$11,095-\$15,340
	0-5 years	(\$10,168-\$14,048)
	Teacher Group 1	\$15,420-\$26,195
	0-11 years	(\$14,120-\$23,990)
	Teacher Group 4	\$17,725-\$32,400
	0-11 years	(\$16,250-\$29,670)

Responsibility Allowances: Current allowances increase by 9.1%.

Health and Welfare: O.H.I.P., Semi-Private Hospitalization, Extended Health Care and Dental Plan - Employer pays 80% (75%) of premium costs.

Tenure: Seniority shall continue to accumulate during the period of any Board approved leave. In addition each year of full-time or part-time teaching experience shall be considered a full year for seniority purposes (new).

Wentworth County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1980 to August 31, 1982, covering 419 employees, settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	Increases	8.75%	*
	Teacher - Category I	\$15,590-\$26,050	
	0-11 years	(\$13,915-\$23,890)	
	Teacher - Category IV	\$18,700-\$33,280	
	0-11 years	(\$16,851-\$30,600)	

*Percentage increase shall be calculated by several factors including an index of industrial management salaries, the industrial composite index for Hamilton and the Consumer Price Index.

Health and Welfare: Life Insurance - Benefit increases to 2 1/2 (2) times earnings the nearest \$500.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1981 O.D.A. fee schedule.

Paid Leave: Up to 3 days per academic year for purposes such as paternity leave, upon request to the Principal (new).

Travel Allowance: 14.8¢ (14¢) per kilometre or 24¢ (22.4¢) per mile. Effective September 1, 1981, 15.4¢ per kilometre or 25¢ per mile.

HEALTH AND WELFARE SERVICES

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 400 employees, settled at the post conciliation bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/80	July 1/80	Oct. 1/80
Increases		40¢	13¢-24¢	10¢-15¢
Housekeeping Aide		\$5.70 (\$5.30)	\$5.92	\$6.07
Maintenance Worker II		\$7.34 (\$6.94)	\$7.49	\$7.59

Shift Premium: 0-\$1.85-\$1.85 (0-\$1.60-\$1.60).

Nursing Attendant Premium: Effective July 1, 1980, 10¢ (5¢) per hour for employees holding a recognized Health Care Attendant diploma.

Paid Vacation: 4 weeks after 10 (12) years' service.

Vacation Pay: Part-time employees receive 4% of earnings up to their 6th anniversary and 5% thereafter (previously 4%).

July 1980 Settlements

METAL FABRICATING

Central Stampings Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from September 30, 1980 to September 30, 1983, covering 230 employees, settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 3 weeks.

Wages:	Effective	Sept.30/80	Sept.30/81	Sept.30/82
Increases		40¢ for Maintenance and Repair Class A; 25¢ for others	40¢ for Maintenance and Repair Class A; 25¢ for others	40¢ for Maintenance and Repair Class A; 30¢ for others
COLA Fold-in		\$1.63		
Labourer		\$9.19 (\$7.31)	\$9.44	\$9.79

	<u>Sept. 30/80</u>	<u>Sept. 30/81</u>	<u>Sept. 30/82</u>
Maintenance and Repair Class "A"	\$10.19 (\$8.16)	\$10.59	\$10.99
Cost of Living Allowance:	Effective after October 10, 1980, \$1.63 allowance generated under the previous agreement is folded into wages, leaving a float of 7 cents.		
	Effective January 1, 1981, 1¢ per hour per 0.3 point rise in the Consumer Price Index - 1971=100, above the July 1980 base. To be adjusted quarterly. (Basic formula is unchanged.)		
Shift Premium:	0-20¢-20¢ (0-17¢-17¢). Effective September 30, 1981, 0-22¢-22¢		
Paid Holidays:	10 days in the first year, 14 days in 1981, 15 days in 1982 and 15 days in 1983 for a total of 46 (40) days over the contract period.		
Paid Personal Holiday (new):	Effective September 30, 1982, 1 paid personal holiday.		
Paid Vacation:	3 1/2 weeks at 7% after 10 or more years' service (new).		
Bereavement Leave:	Brother-in-law and sister-in-law are added for 3 days' paid leave.		
Health and Welfare:	Life Insurance - \$10,000 (\$9,500) coverage. Effective September 30, 1981, \$11,000.		
	A.D.& D. - \$5,000 (\$4,500) coverage. Effective September 30, 1981, \$5,500.		
	OHIP - Out-of-province coverage is added. Effective September 30, 1981, semi-private coverage is added.		
	Weekly Indemnity - Benefit increases to \$140 (\$120) per week. Effective September 30, 1981, \$150 per week. Effective September 30, 1982, \$165 per week. Payable on a 1-1-8-52 basis (unchanged).		
	Vision Care - Maximum claim is \$50 (\$40) every two years.		
	Dental Plan - Effective September 30, 1982, Rider 3 is added. Payments are based on the current Ontario Dental Association fee schedule (unchanged).		
Prescription Safety Glass Allowance:	Effective September 30, 1982, employer contributes \$20 (\$15) per year.		
Safety Shoe Allowance:	Employer contributes \$30 (\$15) per year.		

Supplementary
Unemployment
Benefit Fund:

Effective September 1, 1981, \$400 base.

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division and Garage Division) - Local 636, Electrical Workers (I.B.E.W.)
(AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 210 employees, settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/80	Apr. 1/81
General Increases		10.3%	8%
Labourer		\$8.33 (\$7.55)	\$9.00
Journeyman Lineman		\$11.77 (\$10.67)	\$12.71
Cost of Living Allowance:	Effective in the second year, 1% for each 1% rise or fall in the Consumer Price Index - 1971=100. Adjusted monthly. (Basic formula is unchanged).		
Shift Premium:	0-27¢-30¢ (0-24¢-26¢).		
Lead Hand Premium, Hydro Division:	8% (6%) above basic hourly rate.		
Standby Pay:	Minimum 3 hours' pay (previously \$25) for a normal 2 day weekend plus an additional 1 1/2 hours' pay (previously \$12) for each additional 24 hours of standby for holidays occurring in conjunction with a normal weekend.		
Paid Vacation:	25 working days vacation after 17 (20) years' service and 30 days after 27 (28) years.		
Beareavement Leave:	Husband is added for up to 3 days' paid leave and grandparents or any other relative living in the same house with the employee, are added for 1 day (new).		
Health and Welfare:	<u>Dental Plan</u> - Blue Cross Rider #1 is added.		
Meal Allowance:	\$4.00 (\$3.50). Effective April 1, 1981, \$4.50.		
Safety Shoe Allowance:	\$50 (\$40) per year for construction workers, including garage personnel and meter readers. \$35 (\$27) per year for stockkeepers.		

EDUCAIIION AND RELATED SERVICES

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A
12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 205 employees, settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	\$540 - \$1,789
	Level 1 (includes Junior Clerk)	\$6,614-\$9,596 (\$6,074-\$8,816)
	Level 11 (includes Accountant)	\$15,219-\$21,999 (\$13,982-\$20,210)

Probationary period is 6 months. Maximum rates are reached on merit after 36 months.

University of Western Ontario Board of Governors, Physical Plant Department at London - Local 2361, Canadian Union of Public Employees (CLC): A
12-month first agreement effective from May 1, 1980 to April 30, 1981, covering 340 employees, settled at the conciliation office stage and ratified in July, 1980. Duration of negotiations - 1/2 months.

Wages:	Effective	<u>Aug. 1/80</u>
	General Increase	9.4%
	Additional Adjustments	10¢ for master and lead categories, service worker, operators, gardener, groundsman, locksmith, carpenter and painter
	Service Worker I	\$5.20 (\$4.66)
	Caretaker Intermediate I	\$6.90 (\$6.31)
	Electrician	\$10.72 (\$9.80)

Retroactivity: Employees on the payroll on August 1, 1980 receive full retroactivity for all hours worked from April 30, 1980.

Hours of Work: 25, 30 or 38 hours per week for service workers and 40 hours for all other employees.

Call-In Pay: Minimum of 3 hours' pay at time and one-half if required to report to work more than 2 hours before scheduled.

Overtime Pay:	Time and one-half or equivalent time off for all authorized overtime and all scheduled work performed on Sunday and Statutory Holidays.
Stand-by Pay:	\$4.55 per day from Monday to Friday excluding Statutory Holidays, \$7.50 per day on Saturday and Sunday and \$10.50 per day on Statutory Holidays.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civil Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and 1 other designated day during the Christmas period are granted for a total of 10 days.
Paid Vacation:	3 weeks per year for the first 24 completed months of continuous service and 4 weeks per year thereafter up until 5 weeks after 25 years continuous service.
Bereavement Leave:	Up to 3 days' paid leave to make arrangements for and/or to attend the funeral or memorial service of a grandparent, parent, spouse, child, brother, sister, in-law or step-child.
Jury Duty and Crown Witness Pay:	Employer makes up the difference between regular pay and fees received.
Health and Welfare:	<p>Life Insurance - Employer pays 100% of premium costs for the first \$25,000 coverage. Employee may purchase additional coverage at the rate of 23¢ per \$1,000 per month.</p> <p><u>OHIP</u> - Employer pays 10% of premium costs.</p> <p><u>Weekly Indemnity</u> - Employer pays 100% of premium costs. Full salary is payable up to a maximum of 15 consecutive weeks.</p> <p><u>Long Term Disability</u> - Employer pays 100% of premium costs.</p> <p><u>Dental Plan</u> - Effective August 1, 1980, employer pays 75% of premium costs.</p>
Pension Plan:	Employer contributes 7.5% of regular monthly salary.
Safety Boot Allowance:	Employer pays \$35 per year for C.S.A. approved boots for employees in the trades.
Educational Courses:	Employer pays 100% of the tuition fee only, up to a maximum of 2 full undergraduate courses in any course year for courses taken for credit at the University. For other courses, employer pays the tuition fee and materials fee of each course, excluding books, to a maximum of the tuition cost of 1 full credit course at the University.
Guaranteed Housing Loan Plan:	Full-time employees may apply for a bank loan guaranteed by the University under specified conditions, for the purchase or refinancing of a principal residence within a 30-mile radius of the University. Interest is calculated at a rate not in excess of one-half of 1% above the prime lending bank rate for loans of 10 years or less and 1% for loans in excess of 10 years up to 20 years.

CONSTRUCTION

Ontario Terrazzo, Tile and Marble Guild, Inc. - Ontario Provincial Conference, Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 1,000 employees, settled at the post mediation bargaining stage during a work stoppage and ratified July, 1980. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 4/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
Average Package Increases		\$1.05	15¢	\$1.30
Additional Adjustments		Some inequity adjustments		
Marble Mechanic (Sarnia)		\$11.64 (\$10.68)	\$11.77	\$12.95
Marble Mechanic (Ottawa)		\$11.95 (\$11.20)	\$12.09	\$13.30
Health and Welfare:	Employer contributes 85¢ (60¢) per hour worked for Windsor Local and 25¢ (new) per hour worked for Kingston and Kitchener Locals. All other locals remain unchanged.			
	<u>Dental Plan (new) - Employer contributes 20¢ per hour worked for Locals 4 and 31 only.</u>			
Provincial Pension Fund (new):	Employer contributes 25¢ per hour worked for Ottawa and Kitchener Locals only.			
Industry Promotion Fund:	Employer contributes 6¢ (5¢) per hour worked for all Locals.			
Board Allowance:	Effective July 2, 1980, \$27 (\$24) per day. Effective May 1, 1981, \$28.			
Travel Allowance:	Effective July 2, 1980, 27¢ (24¢) per mile. Effective May 1, 1981, 28¢.			

Negotiations in Progress during September 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ibi Price Inc. (Lakehead odlands Div., Iroquois Falls ods Div. and White River ods Div.)	Carpenters (AFL-CIO/CLC) (woods empls.)	1,000	B
ods (Div. of Alcan Canada Products Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	260	CO
ed Chemical Canada, Ltd., herstburg	Auto Workers (CLC) (production empls.)	530	B
ican Can of Canada Ltd., ampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and maintenance empl.)	240	CO
ican Can of Canada Ltd., odlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	275	B
whead Metals Ltd., Toronto	Auto Workers (CLC)	625	WS
Footwear, Div. of Bata Industries Ltd., Batawa, mpbellford and Picton	Food and Commercial Workers (AFL- CIO/CLC) (production empl.)	950	CO
ix Heavy Vehicle Systems, d., London	Auto Workers (CLC)	374	PCB
s Drug Stores Canada Ltd., rious centres	Food and Commercial Workers (AFL- CIO/CLC)	600	B
t County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	F
er Metal Products Co. Ltd., mbridge	Auto Workers (CLC)	500	B
da Safeway Ltd., Toronto d other centres	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part-time empls.)	1,275	B
dian Coleman Co. Ltd., ronto	CLC Directly Chartered	320	B
dian Fabricated Products d., Stratford	Auto Workers (CLC)	750	B
eton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
eton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Chateau Laurier, Ottawa	Railway Transport and General Workers (CLC)	255	B
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	400	B
Computing Devices Co., Div. of Control Data Ltd., Ottawa and Stittsville	Employees' Assn. (Ind.)	411	B
Connaught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	C
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC)	600	B
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	450	M
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	C
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	C
Dufferin Peel Roman Catholic Separate School Board	CUPE (CLC)	300	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	M
E. B. Eddy Forest Products Ltd., Espanola	Carpenters (AFL-CIO/CLC)	257	B
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,000	C
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	290	M
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
Etobicoke Borough Corp	Fire Fighters (AFL-CIO/CLC)	400	A
Exolon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (AFL-CIO/CLC)	234	M

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Intenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
General Tire of Canada Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	610	MED
F. Goodrich Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	795	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (defence scientific service)	450	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	231	B
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (library science group)	410	B
Mat Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,350	CO
Key Industries Inc., Haley	Steelworkers (AFL-CIO/CLC)	325	B
Ston Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	375	B
Stings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Stings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
aker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	WS
aker Siddeley Canada Ltd. (Trenda Div.), Toronto	Machinists (AFL-CIO/CLC)	405	B
Friday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
on County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260	F
erial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC) (seasonal empls.)	400	CO
prite Products Ltd., Brantford	Employees' Assn. (Ind.)	300	B
st County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B

Federal jurisdiction

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	275	B
Kimberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	830	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	280	CO
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	AF
Kodak Canada Ltd., Brampton and Mount Dennis	Employees' Assn. (Ind.) (production and distribution empls.)	1,250	B
Kruger Pulp and Paper Limited, Packaging Div., Toronto	Cdn. Paperworkers (CLC)	200	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	F
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	241	CO
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	1,400	PC
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	ME
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	525	PC
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	4,365	CO
McMaster University (Grounds and Buildings), Hamilton	Service Employees (AFL-CIO/CLC)	280	B
Mack Trucks Canada Ltd. (Manufacturing Div.), Oakville	Machinists (AFL-CIO/CLC)	223	CO
Maple Lodge Farms Ltd, Norval	Food and Commercial Workers (AFL-CIO/CLC)	400	ME

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Essey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	5,300	PCB
Metro Toronto News Co. - Western Ontario Distributors Ltd., Barrie, London and Toronto	Teamsters (Ind.)	300	PCB
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	B
Miller Brothers Co., (1962) Ltd., Glen Miller Rd., Trenton	Cdn. Paperworkers (CLC)	220	B
National Defence, Communications Security Establishment, Ottawa	PSAC (CLC) (communications officer group)	330	B
William Neilson Ltd./Ltee, Georgetown and Toronto	Food and Commercial Workers (AFL- CIO/CLC) (production empls.)	740	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York Public Library Board	CUPE (CLC) (clerical and mainten- ance empls.)	290	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B (R)
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ARB
Ontario Housing Corp., Province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ARB
Ontario Hydro	Office Employees (AFL-CIO/CLC)	260	B
Ontario Hydro, Generation and Distribution Project	Plumbers (AFL-CIO/CLC)	1,300	PCB
Ontario Hydro, Generation and Transmission and Distribution Projects Div.	Electrical Workers (IBEW) (AFL-CIO/ CLC)	1,700	B

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Ontario Master Insulators Assn. Inc. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	1,500	PO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	AF
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	CC
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	260	CC
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC) (plant empls)	700	CC
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Pembroke General Hospital	CUPE (CLC)	210	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	B
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,600	B
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	CO
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	B
St. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	B
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	ARE

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	382	B
Corporation Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	ARB
Corporation Centenary Hospital Assn.	CUPE (CLC)	435	B
Convention Centre and 7 other Hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	2,885	B
Deer Furniture Ltd. Chair Div., Toronto	Upholsterers' (AFL-CIO/CLC)	230	PCB
Deer Aerospace Products Ltd., Toronto	Auto Workers (CLC)	375	PCB
Duke Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
Finberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC)	515	B
Finberg's Ltd. (Miracle Food Mart Div.), Toronto	Teamsters (Ind.)	270	B
Erwal International Inc., Embroke	Steelworkers (AFL-CIO/CLC)	292	B
Georgetown District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	B
Hybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	B
London Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	484	B
London Area School Boards	Ont. Secondary School Teachers' Fed. (Ind.)	3,635	MED
London Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	MED
London Dress and Sportswear Manufacturers' Guild (Dress and Sportswear Divs.), Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	1,200	CO
London General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	B
London Public Library Board	CUPE (CLC)	300	MED

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	P
United-Carr, Div. of TRW Canada Ltd., Brantford	Auto Workers (CLC)	509	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	320	C
Windsor City Corp.	CUPE (CLC) (inside empls.)	800	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	A
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	P
Harvey Woods Ltd. (Hoisery and Underwear Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	550	B
Workmens Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	M
Xerox of Canada Ltd. (Manu- facturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL- CIO/CLC)	250	B
York Borough Board of Edu- cation	Ont. Secondary School Teachers' Fed. (Ind.)	482	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	F
York University, Toronto	Cdn. Union of Educational Workers (Ind.) (Unit 1)	390	PO
York University, Toronto	Cdn. Union of Educational Workers (Ind.) (Unit 2)	400	PO
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	950	CC

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>MORE THAN ONE PROVINCE</u>			
r Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
r Canada, system-wide**	Air Line Pilots (Ind.)	1,860	B
r Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,775	B
sociated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn., Inc., Montreal and district Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and Hamilton, Ont.	Clothing and Textile Workers (AFL- CIO/CLC)	10,000	B
El Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	16,600	B
El Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communication sales empls.)	540	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and profes- sional empls., English services div.)	1,250	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and profes- sional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	B
Canadian Pacific Express Ltd. (Canadian Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	B
P Containers, Que. and Ont.	Energy and Chemical Workers (CLC) and Cdn. Paperworkers (CLC)	850	CO
Air, system-wide**	Air Line Pilots (Ind.)	700	B
Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,485	B

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont.)

Employer and Location	Union	No. of Empls.	Neg. Sta.
E.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	C
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (trans- lation group)	1,220	W
Government of Canada (Treasury Board)**	Economists' Sociologists' and Statisticians Assn. (Ind.)	2,275	A
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	870	A
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	590	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	A
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	48,870	W
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B

**Federal jurisdiction

Negotiations in Progress during September 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	530	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
Saskatchewan Security Motorways Ltd., Ont., Man., Sask., and Alta.**	Teamsters (Ind.)	700	B
Steinberg Inc., Ottawa and other centres, Ont., Hull and Gatineau, Que.	Food and Commercial Workers (AFL-CIO/ CLC)	1,020	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	845	B

Negotiations in Progress during September 1980 covering 200 or more Employees (Con

Employer and Location	Union	No. of Empls.	Ne St
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in October 1980

Employer and Location	Union	No. of Empls.
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	530
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and maintenance empls.)	240
Bata Footwear Div. of Bata Industries Ltd., Intercity	Food and Commercial Workers (AFL-CIO/CLC)	950
Endix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC) (production and maintenance empls.)	250
Grohn Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	275
Hutler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC) (production, maintenance and service empls.)	500
Cambridge Towel Corp. & Elco Kitchen Products	Clothing and Textile Workers (AFL-CIO/CLC)	230
Canadian Parcel Delivery, province-wide	Railway Clerks (AFL-CIO/CLC) (drivers, dockmen and casual labour)	440
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	400
Holiday Inn, Ottawa	Hotel Employees (AFL-CIO/CLC)	210
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC) (seasonal empls.)	400
Livingston Industries Ltd., Hagersville	Woodworkers (AFL-CIO/CLC) (production, maintenance and shipping empls.)	200
Livingston Industries Ltd., Tillsonburg	Woodworkers (AFL-CIO/CLC)	600
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	525
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC)	4,365
Oshawa City Corp. (City Hall)	CUPE (CLC) (office, technical and clerical empls.)	230
Ottawa Hotels	Hotel Employees (AFL-CIO/CLC)	747
St. Peter's Hospital, Hamilton	CUPE (CLC) (service and maintenance empls.)	350
Skyline Hotels (Canada) Ltd., Ottawa	Hotel Employees (AFL-CIO/CLC)	400

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in October 1980 (Cont'd)

Employer and Location	Union	No. Emp
Storwal International Inc., Pembroke	Steelworkers (AFL-CIO/CLC)	2
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (PSAC) (CLC) (primary products inspection group)	6

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LABOUR CANADA
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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
OCTOBER 1980

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in October 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

November 29, 1980

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Highlights

Logging Settlements. The 1980 round of negotiations for new contracts with logging companies in Northern Ontario involved over 6,000 employees represented by two locals of the Lumber and Sawmill Workers Union (LSWU), a division of the United Brotherhood of Carpenters and Joiners. The LSWU members were covered by 23 agreements, most of them expiring on August 31, 1980. Of the 23 agreements, eleven contracts with seven major firms covered almost 90 per cent of the workers involved in bargaining. The union's contract proposals, approved at the spring wage conference in Thunder Bay, generally traced the 1980 bargaining goals of the Canadian Paperworkers Union (CPU) which were aimed at maintaining wage parity with the forest industry workers in Western Canada. Delegates to the conference also suggested the Northern Ontario locals not sign contracts with any area logging company until agreement is reached with all firms, including the strike-bound Boise Cascade of Canada, in order to force a settlement in the company's two-year old dispute with loggers. The strike by 320 LSWU members at Boise's operations in Fort Frances and Kenora was called over the company's plans to replace the existing hourly-wage system with a piecework arrangement under which individual workers would own and maintain logging equipment. The strike was technically ended in late 1979 when the number of active strikers had dwindled to 55, as most of the workers found new jobs or left the area to find other work. A year later, the LSWU, unable to secure the co-operation of five other unions in Boise Cascade mills, decided to withdraw the picket lines, effectively signalling the end of the strike and thereby removing the controversial issue from the bargaining agenda.

As in the past, the current contract talks were conducted simultaneously with individual companies. The first company with which the union came to an agreement was Great Lakes Forest Products. The accord was reached in conciliation and affected 1,300 employees at the company's Woodland Division in Thunder Bay and 265 workers at Dryden Woodlands Operations (formerly owned by Reed Ltd.). The two identical settlements were of a two-year duration, but due to the existing difference in the expiry dates of the previous contracts, the Thunder Bay agreement will expire on August 31, 1982, while the Dryden agreement will run through September 30. Monetary terms of the new agreements were similar to the earlier pulp and paper industry settlements with the CPU. The contracts provided a general wage increase of \$1.37 per hour, plus an adjustment of 38 cents per hour for tradesmen, in the first year and a further 9.5 per cent in the second year. In addition, shift premiums were increased by 5 cents per hour, existing fringe benefits were upgraded and paid vacations were improved effective at the beginning of the second contract year.

The Great Lakes agreements paved the way for LSWU settlements with the remaining major companies, affecting Woodlands Divisions of Abitibi-Price Inc. in three locations, American Can of Canada in Marathon, Kimberly-Clark of Canada in Long Lac, Spruce Falls Pulp and Paper Company in Kapuskasing, Domtar Forest Products in Nipigon and Eddy Forest Products in Espanola. As of the end of October, all of the disputes were at the conciliation stage of bargaining. Within the next two months, the first four companies finalized new agreements matching the established pattern, while the Domtar and Eddy settlements were still outstanding.

Garment Manufacturers' Settlements. Negotiations for three dress and sportswear industry agreements, affecting close to 15,000 members of the International Ladies Garment Workers Union (ILGWU) in Ontario and Quebec, as usual, were conducted simultaneously in Montreal and Toronto. The previous two-year agreements, negotiated with three umbrella employer groups, including the Toronto Dress and Sportswear Manufacturers' Guild, expired July 31, 1980. The Toronto Guild acted on behalf of 32 area shops employing 1,300 members of three ILGWU Dress and Sportswear locals negotiating collectively through the Toronto Joint Council. The Council's initial contract proposals included a one-year contract with a 20 per cent wage increase, an automatic cost-of-living clause and a number of improvements in fringe and pension benefits. The proposed wage increase was 5 per cent higher than that sought by the ILGWU's Montreal Joint Board, because during the term of the last contract the Quebec workers were awarded an unscheduled COLA adjustment of 5 per cent which was folded into the wage rates in December 1979. During the course of bargaining in Toronto, the cost-of-living, recognition, contracting out and medical supplement clauses were the most contentious items in dispute.

Eventually, new monetary terms agreed to by the Montreal dress and sportswear industry in late September expedited the negotiations by providing a wage-benefit pattern for the Toronto Guild settlement. The three-year Montreal pact included an average wage increase of 8 per cent in each year of the agreement, supplemented by a COLA clause triggering at 8 per cent and capped at 11 per cent in the last two years of the contract. The automatic clause replaced the present, less specific, escalator provision which permitted either party to initiate wage discussions during the term of the agreement only if the CPI changed substantially. The Toronto agreement was concluded a month later in post-conciliation bargaining and provided a general wage increase of 10 per cent in the first year, and an additional 8 per cent plus automatic indexing of wages to the cost-of-living (if that rises between 8 and 11 per cent) during the remainder of the three-year agreement. As in Montreal the new terms also included considerable improvements in welfare and retirement benefits, with a number of new provisions designed to aid retired ILGWU members.

Earlier, four other locals of the ILGWU and the Toronto Cloak Manufacturers' Association signed a similar agreement (but of a two-year duration) affecting 20 member companies employing about 800 workers. The new agreement, retroactive to July 1, 1980, the day after the previous contract expired, called for general wage increases of 10 and 8 per cent in the first and second years, respectively, but did not provide for the revision of the existing escalator clause. The clause, similar to that covering the Toronto Dress and Sportswear Group, was not invoked during the term of the last contract. [See pp.523-524 of the August 1980 issue of this report for more details.]

Essentially the same monetary terms were accepted in early December by some 8,000 workers in the men's clothing industry in Quebec and another 2,000 in Ontario, both represented by the Amalgamated Clothing and Textile Workers Union (ACTWU). The settlement affected about 125 Quebec-based employers, members of two manufacturers' organizations, and an additional 25 firms in Toronto and Hamilton, belonging to the Men's Clothing Manufacturers' Association of Ontario. The parallel negotiations for the renewal of contracts which expired on December 1, 1980 were conducted on behalf of the

various units by the Montreal and Toronto Joint Boards of the ACTWU. The settlements were finalized at the post-conciliation stage and were overwhelmingly accepted by the workers in the two provinces. In addition to the general wage increases of 10, 8 and 8 per cent over the next three years, the workers obtained, for the first time, a COLA clause triggered at the pay increase level (but limited to a 2 per cent maximum) in each of the last two years of the contract. The employers also agreed to include in the collective agreement the shipping, receiving and warehouse employees. Among other changes were major improvements in the existing pension and insurance benefits, with new provisions for orthopaedic shoes and support stockings, as well as breast prosthesis for women after a mastectomy operation (about 90 per cent of the industry's work force is female).

The industry wage pattern usually serves as a model for new agreements between other garment workers and various organized or independent employers. The pattern was confirmed in October by a two-year settlement for three ACTWU units at Harvey Woods of Toronto (550 production and warehouse employees) and will likely be followed by the Toronto Sportswear Group. Their current agreement with the United Garment Workers is due to expire next April.

Canadian Car Settlement. Following a 27-week strike, members of the United Auto Workers Local 1075 at the Canadian Car plant of Hawker Siddeley in Thunder Bay approved a 29-month renewal agreement running through May 31, 1982. The reasons for the strike were complex, with wages and the cost-of-living clause being the major stumbling blocks to a settlement. Due to the company's poor economic conditions back in 1977, the workers agreed to forego an outright pay increase during the 33-month term of the last contract and instead settled for wage adjustments generated by an open-ended COLA escalator. In the meantime, the rail and transit vehicle producer suffered additional financial losses caused by expensive engineering changes in partially completed contracts. At the outset of current negotiations the management, determined to cut further losses, proposed the continuation of the COLA clause plus a wage increase of 40 cents per hour in three stages over the next two years. This offer, and a number of variations based upon it proposed in mediated talks held in the interim, were rejected by the workers who sought a substantially higher wage increase and improvements in the pension plan.

A mediated settlement, ending the 11-month dispute, was accepted by the workers in mid-October. The new 29-month agreement provided an initial wage increase of 35 cents per hour, plus classification adjustments averaging 12 cents, effective on the ratification date, a further 25 cents on June 1, 1981 and 10 cents for the last 3 months of the contract ending May 31, 1982. The COLA clause remained retroactive to December 31, 1979 when the last contract expired. Of the generated COLA payments, \$1.23 was folded into the wages leaving a 45-cent float at the time of the settlement. Included in the agreement was also a 20-cent adjustment for skilled tradesmen and a retroactive payment of 25 cents per hour for employees who worked during the three-month period before the strike began. Aside from wages, a number of revisions were negotiated in clauses relating to paid vacations, insurance benefits and the early retirement formula. The number of workers who returned to work after the new contract was signed dropped from the 1,200 pre-strike level to 900, as many employees found new jobs in the meantime.

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RUBBER AND PLASTICS PRODUCTS

General Tire and Rubber Company of Canada Ltd., formerly Mansfield-Denman General Company Ltd. at Barrie - Local 536, Rubber Workers (AFL-CIO/CLC)
(610 hourly and incentive rated employees): A 36-month renewal agreement effective from July 1, 1980 to June 30, 1983, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>	<u>July 1/82</u>
COLA Fold-in*		\$1.53		
General Wage Increase		\$1.84		
COLA Advances		20¢	15¢	15¢
General Increases		50¢	30¢	20¢
Adjustments				
Skilled Trades (with Ontario Certificate)		25¢	15¢	
Technical Services Technician		30¢		
<u>Hourly Rated Employees</u>				
Janitor		\$7.91 (\$3.84)	\$8.36	\$8.71
Skilled Trades		\$9.88 (\$5.56)	\$10.48	\$10.83
Stationary Engineer 2nd Class		\$10.08 (\$5.76)	\$10.68	\$11.03

*Between July 1, 1974 and June 30, 1980, wage increases totalled \$1.84 and COLA payments accumulated to \$1.53. These amounts were "boxed", or paid separately, from both the hourly and the incentive rate schedules. Effective July 1, 1980, the amounts will be incorporated into the base rates for hourly rated employees. Adjustments will be made to the incentive wage schedule in a manner sufficient to produce commensurate increases at the Average Efficiency Level of each classification. All future COLA fold-ins and scheduled wage increases will be treated in this manner.

Cost of Living Allowance: 11 quarterly adjustments; 4 at 1¢ per .3 point change in the average Consumer Price Index each quarter over the average CPI of the base period; thereafter 7 adjustments at 1¢ per .26 change. Base period is the April, May and June preceding the adjustment in question. First adjustment to be made September 1980. All based on 1971 Index. All allowances folded in each year. (Previous formula similar except based on 1¢ per .3 change throughout, and no scheduled fold-ins.)

Allowances generated will be subject to deductions sufficient to recover advance COLA payments shown scheduled above (new).

Hours of Work: Stationary engineers - Average of 42 hours per week. All other 40 hours per week. (All unchanged.)

Weekend Crew (new): Employees may elect on a voluntary basis to work weekends only. The work week would consist of 12 hours on Saturday and 12 hours on Sunday and pay the equivalent of 36 hours at straight time. Each shift includes two 15-minute breaks and one 30-minute luncheon period. Special provisions apply for holidays, vacation, overtime, reporting pay, jury duty, funeral leaves and benefits. Assignments are for a minimum of 6 months.

Shift Premium: 0-20¢-35¢ (0-15¢-30¢).

Paid Holidays: The third Monday in February is added for a total of 12 days. The new day will be replaced by any new statutory holiday subsequently proclaimed.

Paid Vacation: 4 weeks after 12 (15) years' service and 6 weeks after 25 (30) years. Due to vacation scheduling, employees entitled to an additional week of vacation as a result of these changes will receive pay in lieu of the extra week in the 1980 vacation year.

Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years. (All unchanged.)

Bereavement Leave: Great grandparent of employee or spouse added for 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective November 1, 1980, \$13,000 (\$11,500).

Optional Contributory Life Insurance (new) - Effective November 1, 1980, employee may elect \$13,000 of additional personal coverage plus \$5,000 for spouse and \$1,000 for each dependent child. Employee pays all premiums.

Life Insurance for Retirees - For retirements on or after July 1, 1980, \$6,500 (\$5,500).

Weekly Indemnity - 66 2/3% of insurable earnings to U.I.C. maximum (unchanged). Effective January 1, 1981, maximum expected to be \$189. (Currently \$174.)

Extended Health Care - Effective November 1, 1980, \$80 (\$70) allowance every 2 years for eyeglasses.

Dental Plan - Effective November 1, 1980, coverage at 50% co-insurance, added for crowns and bridges. All coverage based on the 1980 (1977) Ontario Dental Association fee schedule.

Survivor Income Benefits - Maximum transition or bridge benefit - \$250 (\$200) per month. Minimum benefit - \$150 per month (unchanged).

Pension Plan: Basic Benefit - For retirements on or after July 1, 1980, \$15 (\$11.75) per month per year of service.

Past Pensioners - July 1, 1980, benefits are increased by \$1 per month per year of service.

Supplementary Benefit (Type A) - For retirements on or after July 1, 1980, \$10 (\$9) per month per year of service to a maximum of 30 years. Type A is payable until Old Age Security benefits are paid.

Early Retirement - No actuarial reduction for employees retiring at age 55 with 30 years of service (new).

Supplmentary Unemployment Benefit Plan: Employer Contribution - Effective July 1, 1980, varies by funding level ranging from 5¢ to (2¢) at \$750 to 15¢ (12¢) at \$150.

Separation Payment Plan:	<u>Years of Service</u>	<u>Payment</u>
	1	Average hourly earnings times 50
	2	Average hourly earnings times 70
	3	Average hourly earnings times 100
	4	Average hourly earnings times 135
	5	Weekly straight time pay times years of service
	10 or more ...	Weekly straight time pay times 1 1/4 years of service.

(Previously ranged from average hourly earnings times 50 for employees with 2 years of service to 3% of earnings for employees with 15 or more years of service.)

Inconvenience Pay: Effective October 6, 1980, \$20 (\$15) per occasion. Applies to any employee called in to work for a short period of time after having completed his normal shift and who returns home prior to commencement of his next normal shift.

Meal Allowance: Effective October 6, 1980, \$2.50 (\$1.75).

Apprentice Tool Allowance: Effective October 6, 1980, \$250 (\$200).

Union President Paid Time Off (new): Up to 40 hours per week.

TEXTILE

Kingston Spinners Limited at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 5, 1980 to August 4, 1982, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 5/80	Aug. 5/81
	General Increases	55¢	50¢
	COLA Fold-in	10¢	
	Maintenance Labour	\$5.51 (\$4.86)	\$6.01
	4th Class Engineer	\$6.60 (\$5.95)	\$7.10
Cost of Living Allowance:	Effective August, 1981, 1¢ per 1 point increase in the Consumer Price Index - 1961=100, above the August 1981 base. Triggers at 9%. Capped at 15¢. (Basic formula is unchanged. Same cap. Triggered at 5%.)		
Shift Premium:	Effective August 5, 1981, 0-15-20¢ (0-12¢-17¢).		
Overtime Pay:	Time and one-half after 8 hours per day (previously after 40 hours per week).		
Paid Vacation:	4 weeks (new) after 15 years' service.		
Health and Welfare:	<u>Weekly Indemnity</u> - Payable on 1-1-8-15 (1-8-15) basis.		

KNITTING MILLS

Harvey Woods Limited (Underwear and Hosiery Divisions) at Woodstock and Kroy Unshrinkable Wools Limited, a subsidiary of Harvey Woods at Toronto - Locals 717, 986T and 1300, Clothing and Textile Workers (AFL-CIO/CLC): Three 24-month renewal agreements effective from September 1, 1980 to August 31, 1982, covering 550 employees settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/80	Aug. 31/81
	Increases	10%	48¢ for hourly rated empls. and 40¢ for incentive empls.
	Warehouseperson	\$5.40 (\$4.91)	\$5.88
	Shop Mechanic (Hosiery Division)	\$8.48 (\$7.71)	\$8.96
Paid Vacation:	Effective for 1981-82, 3 weeks after 6(7) years' service.		
Bereavement Leave:	Stepchildren are included for up to 3 days' paid leave to attend funeral.		
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1981, \$3,000 (\$2,000) coverage.		

Life Insurance for Retirees - Effective September 1, 1981, \$3,000 (\$2,000) coverage.

Supplementary Health Care - Effective January 1, 1982, deductible \$10/\$20 is eliminated for eyeglasses only.

CLOTHING

Toronto Dress and Sportswear Manufacturers' Guild, Inc. at Toronto - Locals 72,192 and 199, Ladies' Garment Workers' (AFL-CIO/CLC) (1,100 employees): A 36-month renewal agreement effective from August 1, 1980 to July 31, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Aug.1/80	Aug.1/81	Aug.1/82
General Increases		10%	8%	8%
Minimum Wage Scale (Skilled Rates)				
General Hand		\$3.99 (\$3.63)	\$4.31	\$4.65
Skilled Cutter		\$7.71 (\$7.01)	\$8.33	\$9.00

Cost of Living Allowance (new): If during the first year of the agreement the Consumer Price Index - 1971=100, rises by more than 8%, the amount over 8% will be added to the wage increase scheduled for August 1, 1981. Maximum allowable adjustment is 3%. The third year wage increase will also be adjusted by up to 3% if the CPI in the second year rises between 8% and 11%. (Previous Escalator Clause, providing for wage discussions if CPI increased substantially, has been discontinued.)

Hours of Work: 35 per week (unchanged).

Paid Holidays: 8 days, plus any general provincial or federal election days that occur (unchanged).

Paid Vacation: 3 weeks per year (unchanged).

Bereavement Leave: Effective October 30, 1980, 2 (1) days. Mother-in-law and father-in-law are added to the provision.

Health and Welfare: Supplementary Medical Benefit (i.e., OHIP Premium Allowance) - Effective December 1981, lump sum payment of \$300 (\$228) per year; payable each December and calculated at the rate of \$25 (\$19) per month. Funded by Sick Benefit Fund.

Eyeglasses for Retirees (new) - \$40 allowance every 2 years. Funded by Sick Benefit Fund.

Sick Benefit - Up to 20 weeks of coverage. Pays first 2 weeks prior to any U.I.C. payments and resumes following termination of any U.I.C. payments. Effective August 1, 1980, \$60 (\$50) per

week. Effective August 1, 1981, \$65. Effective August 1, 1982 \$70. Funded by Sick Benefit Fund.

Sick Benefit Fund - Effective January 1, 1983, employer contributes 4% (3%) of gross wages to fund.

Pension Plan: Basic Benefit - \$120 (\$110) per month. Effective August 1, 1981 \$125. Effective August 1, 1982, \$130.

Vested Interest Pensions - Increased by same percentage as basic benefits.

Early Retirement for Disabled Workers - May retire at age 55 (60) without actuarial reductions if otherwise qualified for a full pension.

Death Benefit Insurance for Retirees (new) - Approximately \$1,000 of coverage to be provided by paying \$13 per year for premiums. Funded by Retirement Fund.

Retirement Fund - Employer contributes 4% of gross wages (unchanged). An additional 1/2% will be contributed if deemed necessary by actuaries (new).

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, covering 241 employees, settled at the conciliation office stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	June 1/80	June 1/81
General Increases		80¢	60¢
Skilled Trades Adjustment		25¢	
Labourer - Plywood		\$7.37 (\$6.57)	\$7.97
Electrician Class A		\$9.57 (\$8.52)	\$10.17

Shift Premium: 0-16¢-16¢ (0-12¢-12¢).

Injury Pay (new): Employee receives the regular rate for the balance of his shift lost because of injury while at work.

Bereavement Leave: Son-in-law and daughter-in-law are added for up to 3 days' paid leave.

Crown Witness Leave: Employer pays the difference between regular salary and fees received.

Health and
Welfare:

Life Insurance and A.D. & D. - Effective November 20, 1980,
\$15,000 (\$10,000) coverage.

Weekly Indemnity - Effective October 20, 1980, maximum benefit
increases to \$190 (\$170) per week. Effective June 1, 1981, \$210.

Long Term Disability Plan (new) - Effective June 1, 1981,
employer pays 100% of premium costs for a plan providing benefits
of 50% of monthly earnings up to a maximum of \$800 less any
applicable primary statutory benefits.

Dental Plan - Effective October 20, 1980, payments are based on
the 1979 (1978) Ontario Dental Association fee schedule.
Effective June 1, 1981, the 1980 ODA fee schedule.

FURNITURE AND FIXTURE

Sklar Furniture Limited (Chair Division) at Toronto - Local 51, Upholsterers (AFL-CIO
CLC): A 24-month renewal agreement effective from September 7,
1980 to September 6, 1982, covering 230 employees, settled with
mediation assistance. Duration of negotiations - 4 months.

Wages:

Effective	<u>Oct. 21/80*</u>	<u>Mar. 7/81</u>
General Increases	30¢	20¢
General Labourer Class I	\$4.85 (\$4.55)	\$5.05
Maintenance Class II	\$6.71 (\$6.41)	\$6.91
Effective	<u>Sept. 7/81</u>	<u>Mar. 7/82</u>
General Increases	30¢	20¢
General Labourer Class I	\$5.35	\$5.55
Maintenance Class II	\$7.21	\$7.41

*This increase is retroactive for all hours worked and earned
between September 7, 1980 and October 21, 1980.

Paid Holidays:

December 31, 1981 is added for a total of 11 days.

Health and
Welfare:

Life Insurance - \$2,000 (\$1,000) coverage.

A.D. & D. (new) - Employer pays 100% of premium costs for a plan
providing \$2,000 coverage.

Weekly Indemnity - Benefits increase to \$100 (\$90) per week
payable on a 1-8-30 basis.

METAL FABRICATING

Algoods, formerly Aluminium Goods, Division of Alcan Canada Products Limited at Toronto - Local 2858, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 24, 1980 to August 23, 1982, covering 280 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Aug. 24/80	Aug. 24/81
	General Increases	75¢	75¢
	Skilled Trades Adjustments	20¢	20¢
	General Labour	\$6.59 (\$5.84)	\$7.34
	Electrician Grade 1	\$9.24 (\$8.29)	\$10.19
Shift Premium:	0-26¢-31¢ (0-24¢-28¢).		
Lead Hand Premiums:	40¢ (35¢) per hour for 11 to 20 employees in group and 50¢ (40¢) per hour for 21 and over.		
Safety Boot Allowance:	\$30 (\$25) per year.		
Safety Prescription Glasses (new):	Employer contributes \$6.50.		

Emco Limited at London - Local 2699, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 16, 1980 to August 15, 1983, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 15/80	Aug. 15/81
	General Increases	65¢	10% non-compounded
	Skilled Trades Adjustments	19¢-78¢	
	General Labour	\$6.32 (\$5.67)	\$6.89
	Electrician Gr. 3.	\$10.24 (\$8.83)	\$11.12
	Previous rate for Electrician Gr. 3 reflects an interim skilled trades adjustment.		
Cost of Living Allowance:	72¢ generated under the previous agreements continues to float.		

Effective May 1, 1982, 1¢ per 0.375 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. No trigger. Payable August 15, 1982. (Basic formula is unchanged. Previously, triggered at 5% in the first year and 4% in the second.)

Health and Welfare: Major Medical - Effective January 1, 1981, \$10/\$20 (\$25/\$50) deductibles.

MACHINERY

Babcock Allatt Limited, formerly Allatt Limited at Toronto - Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 29, 1980 to July 28, 1982, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 29/80</u>	<u>July 29/81</u>
General Increases		75¢	75¢
Additional Adjustments		Some new classifications	
General Personnel		\$6.56 (\$5.81)	\$7.21
Mechanic Personnel I		\$8.87 (\$8.12)	\$9.62
Paid Holidays:	1 additional floating holiday is added per year for a total of 11 days.		
Paid Vacation:	3 weeks after 5 (8) years' service and 4 weeks after 15 (20) years.		
Bereavement Leave:	Mother-in-law and father-in-law are added for up to 3 days' paid leave. Grandparent is added for 1 day.		
Benefit Fund:	Effective November 1, 1980, employer contributes \$10 (\$7.50) per month per employee. Effective August 1, 1981, \$12 per month.		
	<u>OHIP</u> - Employer pays 80% (75%) of premium costs.		

TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Inc. (Canadian Car Division) at Thunder Bay - Local 1075, Auto Workers (CLC) (900 employees): A 29-month renewal agreement effective from January 1, 1980 to May 31, 1982, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 14/80</u>	<u>June 1/81</u>	<u>Mar. 1/82</u>
COLA Fold-in		\$1.23		

	<u>Oct. 14/80</u>	<u>June 1/81</u>	<u>Mar. 1/82</u>
General Increases	35¢	25¢	10¢
Skilled Trades Adjustments	10¢	10¢	
Wage Structure Adjustments*	12¢ average		
Labourer	\$8.83 (\$7.25)	\$9.08	\$9.18
Welder Arc Structural	\$9.43 (\$7.68)	\$9.68	\$9.78
Electrician Maintenance	\$10.43 (\$8.31)	\$10.78	\$10.88

*Classifications were generally upgraded by moving from a 10 to 4 step grid. Previous rates are taken from the 10 step grid.

Back Pay: 25¢ per hour worked in January, February and March for all employees who return to work upon recall.

Cost of Living Allowance: \$1.35 was floating at the end of the previous agreement. Following the fold-in of \$1.23, 12¢ remained as a float. Current float at time of settlement - 45¢.

1¢ per 0.35 change in the Consumer Price Index - 1971=100, calculated quarterly. Adjustments to be made February 1980, May 1980, August 1980, November 1980 and February 1981. Thereafter quarterly adjustments of 1¢ per .33 change. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 10 days plus days between Boxing Day and New Year's Day (unchanged). Also January 2, 1981 on a non-recurring basis (new).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 11 years, 5 weeks after 17 years, 6 weeks after 23 years and 7 weeks after 29 years. 1 extra week until retirement for employees with 30 years of service and at least 62 years old. extra week in the year an employee achieves 35 years of service (All unchanged.)

Effective June 1, 1981, 4 weeks after 10 years.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$11,000) coverage.

Life Insurance for Retirees - \$1,500 paid up coverage for those who retire after June 1, 1981. All others - \$1,000 (unchanged)

Weekly Indemnity - Effective October 11, 1980, \$200 (\$180) per week for 52 weeks. Effective June 1, 1981, \$210.

Dental Plan - Effective October 11, 1980, payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Pension Plan: Early Retirement - Effective January 1, 1981, an employee with 40 years of service may retire regardless of age without having benefits actuarially reduced. Previous provision for early retirements without reduction, requiring a minimum of 61 years of age and 35 years of service or 96 points, is retained.

ELECTRICAL PRODUCTS

Electrohome Ltd. at Kitchener* - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (1,050 plant employees): A 12-month renewal agreement effective from October 1, 1980 to September 30, 1981, settled at the conciliation officer stage. Duration of negotiations - 4 months.

*There is no longer an operation at Waterloo.

Wages:	Effective	<u>Oct.1/80</u>
	General Increase	8% plus 15¢
	Janitor	\$5.10-\$5.46 (\$4.58-\$4.92)
	Tool Machinist	\$6.48-\$7.49 (\$5.86-\$6.80)
	Machine Builder	\$7.77-\$8.85 (\$7.06-\$8.06)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-18¢-25¢-30¢ (0-15¢-22¢-27¢). The 18¢ per hour premium applies for shifts starting between 10 a.m. and 3 p.m.

Rest Period: Two 10-minute breaks per shift (one 10-minute break).

Paid Holidays: 12 (unchanged).

Paid Vacation: 4 weeks after 13 (14) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Health and Welfare: Dental Plan - Employer pays 80% (60%) of premiums. Coverage for denture purchase and repairs added. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$8 (\$6) per month per year of service for retirements on or after January 1, 1980.

MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada, Ltd. at Ottawa and Stittsville - Employees' Association (Ind.) (clerical, plant and technical employees): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 411 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct.1/80</u>	<u>Oct.1/81</u>
	General Increases	11.5%	10%
	COLA Fold-in	13¢	
	<u>Clerical</u>		
	Job Level 1 (General Clerk)	\$4.59-\$5.44 (\$3.99-\$4.75)	\$5.05-\$5.98
	Job Level 1X (Accounts Payable Clerk III)	\$6.96-\$8.11 (\$6.11-\$7.14)	\$7.66-\$8.92
	<u>Plant</u>		
	Job Level 2 (includes Assembler 1)	\$4.79-\$5.26 (\$4.17-\$4.59)	\$5.27-\$5.79
	Job Level 12 (includes Model Maker II)	\$9.15-\$9.79 (\$8.08-\$8.65)	\$10.07-\$10.77
	<u>Technical</u>		
	Job Level A (includes Junior Draftsman)	\$5.58-\$6.66 (\$4.87-\$5.84)	\$6.14-\$7.33
	Job Level K (Designer III)	\$10.59-\$13.65 (\$9.37-\$12.11)	\$11.65-\$15.02

Probationary period is 65 days worked. Maximum rates are reached after 24 months for clerical employees, after 12 months for plant employees and on merit for technical employees.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1971 = 100. Triggered at 12% in the first year and 10% in the second year. Adjusted quarterly. (Basic formula is unchanged. Previously, triggered at 7.5%.)

Shift Premium: 0-35¢-40¢ (0-30¢-30¢).

FORESTRY

Great Lakes Forest Products Ltd., formerly Great Lakes Paper Company Ltd. at Thunder Bay - Local 2693, Carpenters (AFL-CIO/CLC) (Lumber and Sawmill Workers Union) (1,300 woods operations employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept.1/80</u>	<u>Sept.1/81</u>
	General Increases	\$1.37	9.5%
	Trades Adjustment	38¢	
	Labourer	\$10.01 (\$8.64)	\$10.96
	"A" Mechanic	\$12.23 (\$10.48)	\$13.39
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-29¢-32¢ (0-27¢-30¢). Effective September 1, 1981, 0-32¢-35¢.		
Site Premium:	Tradesmen and helpers assigned to a bush garage, or work away from main camp or central garage - 40¢ (35¢) per hour.		
Paid Holidays:	10 designated days, plus 2 floating holidays for employees who have accumulated at least 120 days seniority (unchanged). An employee will be entitled to any holiday occurring within 30 (21) days of lay-off.		
Paid Vacation:	4 weeks after 2,000 (2,400) days worked. Also 2 weeks for less than 1,000 days, 3 weeks after 1,000 days, 5 weeks after 4,400 days and 6 weeks after 5,400 days (all unchanged).		
	Effective September 1, 1981, 3 weeks after 800 days and 5 weeks after 4,000 days.		
	<u>Supplementary Vacation</u> - For employees who have worked more than 5,000 days, 1 week at age 60, 2 at 61, 3 at 62, 4 at 63 and 5 at 64 (unchanged).		
Crown Witness Pay (new):	Employee makes up difference between fees received and regular pay. (Previously, covered Jury Duty only.)		
Health and Welfare:	<u>OHIP, Semi-Private Hospitalization and Drug Plans</u> - Employer contributes \$23.13 (\$21.09) per month for single employees and \$47.27 (\$42.63) for married.		
	<u>Life Insurance</u> - Effective November 1, 1980, \$25,000 (\$20,000) coverage. Employer continues to pay 50% of premiums.		
	<u>Weekly Indemnity</u> - Effective November 1, 1980, 70% of regular weekly earnings to a maximum of \$250 (\$210) per week. Effective September 1, 1981, \$275. The plan pays on a 1-3-52 basis.		

Dental Plan - Effective October 11, 1980, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 ODA fee schedule.

Mileage Allowance: Effective October 11, 1980, 15¢ per kilometre (22¢ per mile). Effective September 1, 1981, 17¢.

Safety Clothes Allowance: Safety boots - \$8 (\$5.50); safety pants - \$6 (\$5.50) and safety gloves - \$5 (\$3.50) below invoice price.

Travel Allowance: Current schedule, which ranges from \$4.10 to \$14.40 per week is increased by 20%. Effective September 1, 1981, increases by a further 15%.

Insurance for Personal Property: Loss by fire of personal belongings or loss by fire or theft of power saws - \$2,000 (\$1,500). Coverage for tradesmen's tools remains unchanged.

Power Saw Rental: \$8 (\$7.25) per 8-hour day when felling and limbing; \$9 (\$8.25) when bucking at a landing or skidding operation. Effective September 1, 1981, \$8.50 and \$9.50.

RETAIL TRADE

Loblaws Ltd. at Ottawa, Toronto and points throughout southern Ontario - Locals 175, 633, 206 and 486, Food and Commercial Workers* (AFL-CIO/CLC)
(Locals 175 and 633 - 960 full-time and part-time employees;
Locals 206 and 486 - 945 full-time and part-time employees): (C
 24-month and one 23-month renewal agreement, both expiring April
 30, 1982, settled with mediation assistance. Duration of
 negotiations - 7 months. First time bargained jointly.

*Previously - Locals 175 and 633, Canadian Food and Allied Workers, chartered by the Amalgamated Meat Cutters and Butcher Workmen of North America; and Locals 206 and 486, Retail Clerks Union, chartered by the Retail Clerks' International Association. Unions have merged under new name.

Wages:

Effective	<u>Apr.28/80</u> (Locals 175, 633) <u>June 2/80</u> (Locals 206, 486)	<u>Aug.4/80</u>	<u>Oct.19/80</u>	<u>May 4/81</u>
COLA Fold-in (From previous agreement)	30¢			
COLA Fold-ins	9¢	3¢		
General Increases**				
Full-time Employees	80¢			75¢
Part-time Employees	60¢			60¢
Inequity Adjustments (Cashiers, Service Clerks and Wrappers)			10¢	10¢

Aug. 4/80

Special Adjustments
(Alignment of wage
schedules)

See note

Hourly Rates for Full-time Employees (Top of Progression)

Locals 175 and 633

Rates as of October 19, 1980

Cashier - \$8.87

Meat Cutter - \$9.94

Locals 206 and 486

Rates as of October 19, 1980

Cashier (hired before ratification) - \$9.04 (red circled)

Cashier (hired after ratification) - \$8.87

Meat Cutter (hired before ratification) - \$10.11 (red circled)

Meat Cutter (hired after ratification) - \$9.94

Rates shown will be increased by an additional 3¢ COLA adjustment November 3, 1980. Subsequent adjustments, as yet undetermined, make it impossible to present a full wage schedule.

*Increases are prorated for employees hired after ratification, in accordance with industry practice.

Special Adjustments (Alignment of Wage Schedules) - Traditionally the wage structure for Locals 175 and 633 of the Canadian Food and Allied Workers averaged 1¢-2¢ below the wage structure of Loblaw's largest labour agreement - that with the Union of Canadian Retail Employees. Effective August 4, 1980, the CFAW wage schedule will be adjusted to the level of the UCRE wage schedule less the 10¢ adjustment noted for October 19, 1980. Effective October 19, 1980, most classifications in both agreements will have the same rates. The meat cutter rate for the CFAW schedule is higher and will therefore be red circled.

The wage structure for Locals 206 and 486 of the Retail Clerks has been higher than the wage structure of Loblaw's UCRE agreement. Employees hired prior to ratification will maintain the higher schedule. Employees hired after October 19, 1980 will be placed on the same grid as the UCRE employees.

Student Progression (Locals 206 and 486) - Previous separate schedules for part-time students and for part-time non-students have been combined.

Cost of Living
Allowance:

Quarterly adjustments of 1¢ per 0.5 point change in the Consumer Price Index - 1971=100, using April 1980 as the base. Capped at 15¢ per year. Folded in quarterly. (Basic formula is unchanged.)

Probationary Period (Full-time):	Locals 175 and 633 - 22 working days (30 calendar days). Locals 206 and 486 - 22 working days (unchanged).
Hours of Work (Full-time):	Effective May 4, 1981, 37 (38) hours per week with maintenance pay.
Overtime Pay:	Effective October 19, 1980, double time after 10:30 p.m. for full-time employees. (Unchanged for Locals 206 and 486. Previously, time and one-half for Locals 175 and 633 with double time starting after 2 hours of overtime regardless of time.) 40¢ (30¢) per hour for all hours worked in excess of 24 hours per week for part-time employees of locals 206 and 486.
Call-back Pay (Full-time):	Effective October 19, 1980, employee receives double time for hours worked on a call-in. Minimum of 3 hours' pay at the premium rate. (Previously, not specified.)
Night Shift Premium (Full-time):	Effective October 19, 1980, 80¢ (65¢) per hour. Applies for employees who work on a night crew but who are not in one of the night classifications.
Night Shopping Premium (Full-time):	Locals 206 and 486 - Effective October 19, 1980, for work after p.m., 1/2 hour paid meal period with \$1.50 supper bonus. (Previously, 60¢ per hour worked after 6 p.m. for the first night and \$1 per hour for the second night worked in any week.) For Saturday work after 6 p.m., in addition to above supper time and bonus, a premium of \$1 per hour if the first night worked that week and \$1.50 per hour if the second night worked. (Premium rates unchanged.) Locals 175 and 633 already had this provision.
Relief Premium (Full-time):	Effective October 19, 1980, \$1.05 (90¢) per hour when an employee is temporarily assigned to relieve the store manager. Bakery Manager relief position deleted.
Paid Holidays:	9 statutory days plus 1 personal holiday for full-time employees (unchanged). 9 days per year for part-time employees. Minimum pay-out per eligible holiday is 6 hours of pay (unchanged). Qualifying period 32 (48) hours of work during the 4 weeks preceding the week of the holiday.
Paid Vacation (Full-time):	Locals 175 and 633 - 5 weeks after 16 (18) years' service. Also 1 day per month up to 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 9 years, 6 weeks after 25 years and 7 weeks after 30 years (all unchanged). Locals 206 and 486 - 7 weeks after 30 years (new). Also 1 day per month up to 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (all unchanged).

Vacation Pay (Part-time): Effective in 1981, 6% after 5 (6) years' service and 8% after 10 years (new). Also 4% for less than 6 years (unchanged).

Christmas Bonus: 3/4 of 1 week's pay for full-time employees who have 9 months' continuous service as of December 15 (new for locals 206 and 486, unchanged for locals 175 and 633). Also 1/2 week's pay for 6 months, and 1 week's pay for more than 1 year (unchanged).

\$50 (\$40) for part-time employees after 3 years' service. Also \$10 after 6 months of service and \$20 after 1 year of service (unchanged).

Bereavement Leave: Effective October 19, 1980, for full-time employees, son-in-law and daughter-in-law are added for 3 days' paid leave. (New for locals 175 and 633. Unchanged for locals 206 and 486.)

Part-time Employees - In the event of death in employee's immediate family, all scheduled work on the day of the funeral may be taken off with pay. If the employee had been scheduled to work more than 24 hours in the week of the funeral, the provision for full-time employees applies. Eligibility - 1 or more years of service.

Jury Duty (Part-time)(new): Effective October 19, 1980, to be given same coverage as full-time employees.

Unpaid Leave of Absence (Part-time): Effective October 19, 1980, 2 weeks every 2 years for employees with 5 or more years' service. (New for locals 175 and 633. Unchanged for locals 206 and 486.)

Health and Welfare: Life Insurance (Full-time employees) - \$20,000 (\$17,500) coverage.

Life Insurance for Retirees (Full-time employees) - Effective October 19, 1980, \$20,000 for employees retiring between the ages of 55 and 62. Coverage is reduced to \$17,500 upon reaching age 62. Further annual reductions reduce coverage to \$5,000 after 5 years.

For employees retiring at age 62 or older, coverage starts at \$17,500 and is thereafter reduced annually to \$5,000 after 5 years. (Previously, coverage for retirements equalled amount of coverage held at time of retirement. During the previous agreement the amount was \$17,500. There were no age reduction factors applicable.)

OHIP (Part-time employees) - Effective October 19, 1980, employer pays 100% (50%) of premiums. Eligibility requires 3 years of continuous service with a minimum of 400 (800) hours worked in the previous calendar year.

Weekly Indemnity (Full-time employees) - Effective October 19, 1980, benefit equals 75% (65%) of basic weekly wage for employee with less than 3 (5) years of service. 85% (unchanged) for employees with 3 (5) years of service. Benefits run for 26 weeks.

Prescription Drug and Life Insurance - If coverage is provided part-time employees in the Ontario retail food industry, either through negotiations or in jointly administered health and welfare plans, during the lifetime of this agreement, the employer will provide similar benefits (new).

Coverage for Chiropractor (Full-time employees) - Effective October 19, 1980, up to 10 (5) visits beyond the 10 covered by OHIP.

Optical Plan (new) (Full-time employees) - Effective October 19 1980, \$80 coverage during a 24-month period. Coverage applies dependents as well.

Pension Plan (Full-time): Plan will be converted from a contributory company plan to the Industry Pension Plan. Employee contributions to the company plan cease Monday following date of ratification and the new contributions from the employer commence November 3, 1980.

Meal Allowance: Locals 175 and 633 - \$3.50 (\$2) for breakfast, \$4 (\$3) for lunch and \$7.50 (\$6) for supper. Applies for full-time employees required to stay overnight in a second community.

Locals 206 and 486 - no reference to this provision.

Effective October 19, 1980, \$2.50 for each occasion that a part-time employee is scheduled to work 8 hours per day and a portion of that shift is scheduled after 6 p.m. for customer shopping convenience (new).

Transportation Allowance (Full-time): Effective October 19, 1980, 26¢ (21¢) per mile with a minimum payout of \$3 (\$2.50) in the event an employee is transferred to another store in mid-shift or required to use auto for errands.

EDUCATION AND RELATED SERVICES

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1 1980 to August 31, 1982, covering 507 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/80	Feb. 1/81
Average Increases		1.6%	7.0%
Teacher-Category D 0-4 years		\$11,920-\$15,950 (\$11,880-\$15,590)	\$12,770-\$17,090
Teacher-Category A 0-10 years		\$14,890-\$25,255 (\$14,890-\$24,510)	\$15,850-\$27,060
Teacher-Category A4 0-10 years		\$17,465-\$30,800 (\$17,410-\$30,100)	\$18,715-\$33,000

Effective	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
Average Increases	3.0%	4.4%
Teacher-Category D 0-4 years	\$13,155-\$17,610	\$13,735-\$18,385
Teacher-Category A 0-10 years	\$16,330-\$27,880	\$17,050-\$29,110
Teacher-Category A4 0-10 years	\$19,280-\$34,000	\$20,130-\$35,500

Cost of Living Allowance (new): Quarterly payments equal to teacher salaries times 75% of the monthly percentage increase in the Consumer Price Index - 1971=100.

Sick Leave: Maximum accumulation of 310 (200) days.

Health and Welfare: Regular part-time teachers under contract teaching 50% or more of full-time are eligible for benefits with the premium determined on a pro-rated basis (new).

Vision Care (new) - Employer pays 50% of premium costs. Maximum benefit is \$60 every 2 years.

"4 Over 5 Years" Leave Plan (new): Employee may elect to be paid at 80% of salary for 5 years in order to take the fifth year as a leave of absence.

Evaluation for Grid Placement: Based on Qualification Evaluation Council of Ontario 4 program. (Q.E.C.O.3).

Course Conference and Seminar Allowance: \$65 (\$49.50) per day for meals and accommodation where they are not included in the registration fee; \$45 (\$32.50) per day for accommodation where it is not included and where no accommodation is necessary, \$4.50 (\$3.50) for breakfast, \$5.00 (\$4.50) for lunch and \$10.50 (\$9.00) for dinner.

Isolation Allowance: \$800 (\$750) per year.

Travel Allowance: 24¢ (22¢) per mile.

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/80</u>
	Average Increase	8%
	Teacher - Category I 0-11 years	\$15,090-\$27,080 (\$13,961-\$25,087)

	<u>Sept. 1/80</u>
Teacher - Category IV 0-11 years	\$17,960-\$32,900 (\$16,637-\$30,371)
Vice-Principal 0-3 years	\$36,900-\$38,800 (\$34,056-\$35,830)
Principal 0-4 years	\$40,500-\$44,200 (\$37,372-\$40,807)
Responsibility Allowances:	Major Head, Director and Consultants - \$2,500 (\$2,400).

Halton Roman Catholic Separate School Board - Halton Unit, Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 375 employees, settled with mediation assistance. Duration of negotiations - months.

Wages:	Effective	<u>Sept. 1/80</u>
	Average Increase	9.5%
	Teacher-Level 1 0-5 years	\$11,388-\$15,743 (\$10,442-\$14,437)
	Teacher-Level 4 0-10 years	\$15,898-\$24,918 (\$14,578-\$22,848)
	Teacher-Level 7 0-12 years	\$18,688-\$32,020 (\$17,219-\$28,847)
Responsibility Allowances:	<u>Vice-Principal</u> - \$3,100 (\$3,000) per year.	
	<u>Consultant</u> - \$3,100 (\$2,800) per year.	

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 363 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	5%	10% non-compounded
	Teacher - Category D 0-6 years	\$11,770-\$15,718 (\$11,210-\$14,970)	\$12,331-\$16,467
	Teacher - Category A1 0-10 years	\$13,797-\$23,793 (\$13,140-\$22,660)	\$14,454-\$24,926
	Teacher - Category A4 0-10 years	\$16,254-\$30,450 (\$15,480-\$29,000)	\$17,028-\$31,900

Responsibility Allowances:	Increase by 8%
Paid Union Leave (new):	President of the Branch Affiliates receive up to 10 days per school year for the purpose of federation work. Some or all of the days may be granted to other members, upon permission of the Director.
Sick Leave:	Maximum accumulation of 220 (200) days.
Professional Development Fund:	Effective January 1, 1981, \$60,000 (\$45,000).
Health and Welfare:	<u>Drug Plan</u> - Employer pays 100% (85%) of the premium cost.
Mileage Allowance:	22.5¢ (21.7¢) per mile.

Kent County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (590 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept.1/80</u>
	Average Increase	11.2%
	Teacher - Category 1 0-5 years	\$12,000-\$16,700 (\$10,850-\$15,000)
	Teacher - Category 4 0-10 years	\$15,635-\$26,075 (\$14,100-\$23,300)
	Teacher - Category 7 0-11 years	\$18,595-\$32,800 (\$16,700-\$29,350)
	<u>Principals</u>	
	"A" Schools 0-3 years	\$35,900-\$39,800 (\$32,800-\$36,100)
	"B" Schools 0-3 years	\$34,700-\$38,600 (\$31,700-\$35,000)
	"C" Schools 0-3 years	\$33,500-\$37,400 (\$30,600-\$33,900)
Responsibility Allowances:	Vice-Principals	
	"A" Schools - \$2,800 (\$2,500)	
	"B" Schools - \$2,300 (unchanged)	
	"C" Schools - \$1,500 (unchanged)	

Supervisor of Special Education - \$2,800 (\$2,500)
Supervisor of Education - \$2,800 (\$2,500)

Extra Degree: \$600 (\$500).

Education Improvement Leave Fund: \$115 (\$105) per teacher per year.

Personal Day Off (new): 1 day per year with pay to attend to personal affairs. The Board is to be reimbursed for any cost involved in providing a replacement teacher.

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 275 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/80
	Increase	\$940-\$2,440
	Teacher Category D 0-6 years	\$11,580-\$16,320 (\$10,640-\$15,010)
	Teacher Category A1 0-10 years	\$15,050-\$25,250 (\$13,830-\$23,320)
	Teacher Category A4 0-12 years	\$18,110-\$31,310 (\$16,370-\$28,870)

Health and Welfare: Life Insurance - \$50,000 (\$40,000) coverage.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Long Term Disability (new) - Employer pays 50% of premium costs for a plan providing maximum benefits of \$2,500 per month, after a 180 day waiting period to age 65. (Previously, employees paid 100% of premium costs.)

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind. 1,110 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/80	Sept. 1/81
	Average Increases	10.3%	7%
	Teacher - Category 1 0-10 years	\$14,580-\$24,580 (\$13,220-\$22,290)	\$15,600-\$26,330
	Teacher - Category 4 0-10 years	\$17,730-\$32,350 (\$16,080-\$29,340)	\$18,970-\$34,620

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Vice Principal or Co-ordinator 0-3 years	\$37,000-\$39,200 (\$33,750-\$35,950)	\$39,200-\$41,400
Principal 0-4 years	\$40,600-\$43,900 (\$37,050-\$40,350)	\$43,200-\$46,500

Cost of Living Allowance : Based on the average of the Consumer Price Index for Ontario Regional Cities, a one-time payment to be made after June 15, 1982, based on the percentage of increase in excess of 7% but not to exceed 10%, by which the CPI for the month of April 1982 exceeds that of April 1981. Payment to be 75% of the percentage of increase multiplied by basic annual salary - maximum adjustment 2.25%. (Previous formula similar but triggered at 6.5% and limited to 1.875% adjustment. Generated approximately an average of \$500.)

Responsibility Allowances: Director - \$2,800 (\$2,700)
Head - \$2,250 (\$2,150)
Consultant - Effective September 1, 1981, \$3,000-\$3,500 (\$2,700-\$3,200)

Master's Degree: \$725 (\$625).

Health and Welfare: Life Insurance - Effective January 1, 1981, 2.5 (2) times annual salary to a maximum of \$100,000 (\$60,000).

Life Insurance for Dependents (new) - Effective September 1, 1981, \$5,000 for spouse, \$2,500 per child. Employee pays 100% of cost including administrative charges.

Metropolitan Toronto School Board and the Boards of Education for East York, Etobicoke and Scarborough - Ontario Secondary School Teachers' Federation (Ind.) (3,635 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	<u>Effective</u>	<u>Sept.1/80</u>	<u>Sept.1/81</u>
Average Increases		9.7%	9.8%
Teacher - Group I 0-10 years		\$15,596-\$26,844 (\$14,146-\$24,348)	\$17,124-\$29,475
Teacher - Group IV 0-10 years		\$18,746-\$33,443 (\$17,003-\$30,334)	\$20,583-\$36,720
<u>Vice-Principals</u>			
Junior High Schools 0-3 years		\$34,784-\$38,070 (\$31,823-\$34,843)	\$37,910-\$41,492
Secondary Schools 0-3 years		\$36,426-\$39,710 (\$33,332-\$36,351)	\$39,700-\$43,279

Sept. 1/80

Sept. 1/81

Principals

Junior High Schools 0-3 years	\$40,224-\$43,507 (\$36,823-\$39,841)	\$43,839-\$47,417
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Secondary Schools 0-3 years	\$42,035-\$45,315 (\$38,488-\$41,503)	\$45,813-\$49,388
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Co-ordinators

12-month term	Same as principals of junior high schools.
10-month terms	Same as vice-principals of secondary schools

Cost of Living
Allowance:

During the last 12 months of the agreement, calculations will be made for any month in which the Consumer Price Index exceeds 110.3% of the CPI for August 1981. The excess multiplied by the employee's monthly salary will equal the allowance for the month in question. Any amount forthcoming will be paid in a lump sum following the last calculation for August 1982. Based on the 1971 Index for Metropolitan Toronto. (Previous formulas similar. Triggered at 107%. Generated a .5% allowance calculated on annual rates.)

Responsibility
Allowances:

Positions and amounts vary by school boards. the allowance for Major Department Heads effective September 1, 1980 will be \$2,391 (\$2,491). The allowance for all other positions of responsibility will be increased by the same proportion.

Special
Education
Teacher
Allowance:

Holding an Elementary Certificate in Special Education - \$465 (\$424) per school year.

Holding a Specialist Certificate in Special Education - \$902 (\$822) per school year.

Health and
Welfare:

Life Insurance - \$120,000 (\$100,000) maximum. Board continues to pay premiums for the first \$25,000 of coverage. The employee pays the premiums for any additional coverage elected.

Eyeglasses (including contact lenses) - Maximum of \$75 (\$60) every 2 years. If contact lenses are prescribed for medical rather than cosmetic reasons, the maximum is \$150 (new).

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1981, the 1980 ODA fee schedule. Effective September 1, 1981, the 1981 fee schedule.

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept.1/80</u>
	Increase	12.13% on grid
	Teacher Level I 0-5 years	\$11,530 - \$15,955 (\$10,780 - \$14,705)
	Teacher Level IV 0-10 years	\$14,550 - \$25,370 (\$13,600 - \$23,300)
	Teacher Level VII 0-12 years	\$17,500 - \$32,210 (\$16,350 - \$29,500)
Responsibility Allowance:	<u>Principal</u> - \$5,200-\$8,000 (\$4,900-\$8,000) for 0-7(8) years' experience.	

Consultant - \$3,700-\$4,700 (\$3,500-\$4,500) for 0-2 years' experience.

Health and Welfare: Life Insurance - Coverage increases to 3 times salary to a maximum of \$125,000.

Dental Plan - Employer pays 75% or \$60,000 (\$40,000), whichever is lower, of premium costs.

"4 Over 5 Years" Leave Plan (new): Employee may elect to be paid at 80% of salary for 5 years in order to take one of the five years as a leave of absence.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 382 employees, settled at the fact finder stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	General Increases	10%	7%
	Teacher Category 1 0-10 years	\$15,530-\$26,580 (\$14,115-\$24,185)	\$16,600-\$28,450
	Teacher Category 4 0-12 years	\$18,535-\$33,000 (\$16,975-\$29,985)	\$19,820-\$35,310

Cost of Living Allowance (new): Effective in the second year, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 7.5%. Capped at 10.75%. Payable as lump sum in September 1982.

Health and Welfare: Life Insurance, OHIP, Dental Plan, and Extended Health Care - Employer pays 100% (90%) of premium costs.

Long Term Disability - Employer pays 100% (10%) of premium costs.

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.):
12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase	9 1/2% except Certified Tradesman base rate
	Custodian II	\$10,057 - \$11,881 (\$9,186 - \$10,850)
	Certified Tradesman	\$15,917 - \$18,526 (\$14,702 - \$16,919)
	Probationary period is 6 months. Maximum rates are reached on merit.	
Shift Premium:	0-25¢-28¢ (0-21¢-24¢).	
Weekend Premium:	25¢ (21¢) per hour.	
Paid Vacation:	5 weeks after 19 (20) years' service and 6 weeks after 28 (30) years.	
Mileage Allowance:	27¢ (23¢) per mile.	

York University at Toronto - Local 3, Canadian Educational Workers (Ind.)* (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students): Two 12-month renewal agreements effective from September 1, 1980 to August 31, 1981, covering 790 employees, settled with mediation assistance. Duration of negotiations - 4 months.

*Name changed from the Graduate Assistants' Association.

Wages:	Effective	<u>Sept. 1/80</u>
	Increase	10% for Unit 1, 13.2% for Course Director, 9% for other empls. in Unit 2
	Course Director	\$4,440 (\$3,920) per assignment
	Tutor 1 (Tutorial Leader)	\$1,480 (\$1,355) per assignment
	Tutor 2 (Demonstrator)	\$530 (\$485) per assignment
	Tutor 3 (Marker/Grader)	\$10.00 (\$9.25) per hour
	Tutor 4 (Individual Tutor)	\$10.00 (\$9.25) per hour

	<u>Sept. 1/80</u>
Tutor 5 (College Tutor Leader)	\$1,660 (\$1,520) per assignment
Teaching Assistant-ship (10 hours per week)	\$3,875 (\$3,520) per academic year
Coach (Fine Arts)	\$12 (\$11) per hour

York University at Toronto - Staff Association (CCU) (900 secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept.1/80</u>
	General Increase	9.9%*
	<u>Annual Rates</u>	
	Secretary, Grade 2	\$10,471-\$10,908 (\$9,528-\$9,925)
	Clerk Typist, Grade 3	\$11,210-\$11,677 (\$10,200-\$10,625)
	Secretary, Grade 5	\$12,923-\$13,462 (\$11,759-\$12,249)
	Administrative Assistant, Grade 7	\$16,020-\$16,688 (\$14,577-\$15,185)
	Draftsman 2	\$15,663-\$16,316 (\$14,252-\$14,846)
	Computer Operator 2	\$13,594-\$14,446 (\$12,369-\$13,145)
	Engineering Technician 4	\$22,725-\$23,671 (\$20,678-\$21,539)

Maximum reached after 3, 6 or 12 months, depending on classification.

*If the general increase results in less than a \$1,150 increase, the difference will be paid to the employee as a one-time payment.

Hours of Work: Some continuous operations - 40 per week; all others - 35 per week. During July and August, 1 hour less on Fridays. (All unchanged.)

Paid Holidays: 10 designated days, plus Heritage Day if proclaimed. Also, day between Boxing Day and New Year's for those employees who would not otherwise have been absent on any kind of approved leave. (All unchanged.)

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years and 4 weeks after 8 years (all unchanged).

Health and Welfare: OHIP - Employer pays 90% (85%) of premium costs.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC)
A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 385 employees, settled with mediators assistance during a work stoppage. Duration of negotiations - 1/2 months.

Wages: Effective Jan. 1/80

General Increase	10%
Junior Clerical Assistant	\$10,318-\$11,636 (\$9,380-\$10,578)
Librarian 6A	\$26,525-\$36,190 (\$24,114-\$32,900)

Probationary period is 6 months. Maximum rates are reached after 2 1/2 years for Junior Clerical Assistant and after 5 years for Librarian 6A.

Lump Sum Payment: \$300 to all employees, with \$200 of it folded into the rates as of December 31, 1980 for those earning a salary up to and including \$14,365 per annum in 1979.

Overtime: Time off in lieu is calculated at the rate of one and one-half hours for each overtime hour worked (previously, equal to overtime hours actually worked).

Health and Welfare: Vision Care (new) - Effective November 1, 1980, employer pays 100% of premium costs for a plan providing benefits of \$60 ever 2 years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (585 physical sciences group employees): A 24 month renewal agreement effective from April 28, 1980 to April 28, 1982, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages: Effective Apr.28/80 Oct.28/80 Apr.28/81

General Increases	7%	5%	8.86%
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	<u>Apr.28/80</u>	<u>Oct.28/80</u>	<u>Apr.28/81</u>
<u>Annual Rates</u>			
PC-1	\$21,357-\$25,017 (\$19,960-\$23,380)	\$22,425-\$26,268	\$24,412-\$28,595
PC-3	\$29,461-\$35,278 (\$27,534-\$32,970)	\$30,934-\$37,042	\$33,675-\$40,324
PC-5	\$38,596-\$42,722 (\$36,071-\$39,927)	\$40,526-\$44,858	\$44,117-\$50,405*

*One additional increment of \$1,573 for PC-5 category.

Hours of Work:	37 1/2 per week (unchanged).		
Work on Holiday	Double time (time and one-half) plus holiday pay.		
Following Worked			
Day of Rest:			
Paid Holidays:	11 (unchanged).		
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Allowance for	Effective	<u>Oct.28/80</u>	<u>Oct.28/81</u>
Analysts of			
Oil and Gas	PC-3	\$1,250	\$937.50
Data (new):	PC-4	\$1,500	\$1,125
	PC-5	\$2,000	\$1,500
Allowance is payable to incumbents of certain positions at the above level.			
Field Survey	\$275 (\$250) for each 30 calendar day period.		
Allowance:			
Overtime Meal	\$3.50 (\$3.25) after 3 hours or more of overtime and \$2.50 after 4		
Allowance:	additional hours.		
Severance Pay:	1 week's pay per year of service to a maximum of 26 weeks for an employee with 1 or more years service, who is released for incapacity.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
 (48,870 clerical and regulatory employees): A 13-month renewal agreement effective from October 17, 1980 to November 11, 1981, with wages retroactive to November 12, 1979, settled with mediation assistance during a work stoppage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Nov.12/79</u>	<u>Nov.12/80</u>	<u>Nov.12/81</u>
Increases	10% or \$1,500, whichever is greater		9%	4%

	<u>Nov.12/79</u>	<u>Nov.12/80</u>	<u>Nov.12/81</u>
<u>Annual Rates</u>			
CR-1	\$9,071-\$10,361 (\$8,246-\$9,419)	\$9,887-\$11,293	\$10,282-\$11,111
CR-4	\$14,226-\$15,555 (\$12,933-\$14,141)	\$15,506-\$16,955	\$16,126-\$17,611
CR-7	\$20,338-\$22,264 (\$18,489-\$20,240)	\$22,168-\$24,268	\$23,055-\$25,211
Hours of Work:	37 1/2 per week (unchanged).		
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).		
Weekend Premium:	30¢ (25¢) per hour for regularly scheduled work on a Saturday or Sunday. Effective November 12, 1980, 35¢.		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	4 weeks after 10 (12) years' service. Also 3 weeks after 1 year and 5 weeks after 25 years (unchanged). Effective April 1, 1980, 5 weeks after 22 years.		
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).		
	Leave will be counted for severance pay, vacation leave and pay increment purposes (new). Employer's contribution to pension and benefit plans will continue during leave (new).		
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employee's family, to maximum 5 days per year.		
Leave Without Pay:	<u>Paternity</u> - Maximum 26 weeks (new). <u>Adoption</u> - Maximum 26 weeks (new). <u>Care and Nurturing of Pre-school Age Children (new)</u> - One or more periods to a total maximum of 5 years. <u>Personal Needs (new)</u> - Maximum one year, to be granted only once. <u>Relocation of Spouse (new)</u> - Up to 1 year for permanent relocation and up to 5 years for temporary relocation. <u>Employer's Contribution to Pension and Benefits Plans</u> - Will continue for Adoption leave and for 3 months of leave for personal needs. To maintain contributor status, employee must pay both employer's and employee's share for balance of leave for personal needs and for Relocation leave.		
Meal Allowance:	\$4 (\$3.25) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.		

Severance Pay: 1 week's pay per year of service to a maximum of 28 weeks, for an employee who is released for incapacity (new).

CONSTRUCTION

Ontario Hydro, province-wide - Office Employees (AFL-CIO/CLC) (clerical office employees of the Construction Field Forces of the Generation Projects Division, and the Lines and Stations Construction Department of the Transmission Systems Division): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 3/80</u>	<u>Apr. 2/81</u>
	Increases	10%-12%	7%-8%
	<u>Weekly Rates</u>		
	Salary Grade 51 (Clerk 1)	\$235.53-\$250.56 (\$210.24-\$223.66)	\$254.37-\$270.61
	Salary Grade 63 (includes Payment Auditor)	\$487.38-\$518.49 (\$442.58-\$470.83)	\$522.72-\$556.08

Probationary period is 6 months. Maximum rates are reached after two annual increases.

Paid Holidays: Effective January 1, 1981, 1 floating holiday is added for a total of 13 days.

Meal Allowance: \$4.25 (\$3.50) after 2 hours of overtime.

ADDENDUM

May 1980 Settlements

TRANSPORTATION EQUIPMENT

Long Manufacturing Division, Borg-Warner (Canada) Limited at Oakville - Local 1256, Auto Workers (CLC): A 36-month renewal agreement effective from March 16, 1980 to March 15, 1983, covering 400 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 16/80</u>	<u>Mar. 16/81</u>	<u>Mar. 16/82</u>
	General Increases	24¢	22¢	23¢
	COLA Fold-in	\$1.62		

	<u>Mar. 16/80</u>	<u>Mar. 16/81</u>	<u>Mar. 16/82</u>
Additional Adjustments (Skilled Trades and others)	15¢	10¢	10¢
Stock Handler	\$9.04 (\$7.18)	\$9.26	\$9.49
Tool & Die Maker	\$10.47 (\$8.46)	\$10.79	\$11.12
Cost of Living Allowance:	\$1.62 of the \$1.79 allowance generated under the previous agreement is folded into wages March 16, 1980, leaving a float 17 cents. 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. be adjusted quarterly. (Basic formula is unchanged.)		
Incentive Pay Plan (new):	Employee receives 1% increase in pay per 1% increase in acceptable production over standard.		
Shift Premium:	0-22¢-25¢ (0-20¢-25¢). Effective March 16, 1981, 0-23¢-26¢. Effective March 16, 1982, 0-25¢-28¢.		
Paid Holidays:	17 (15) holidays per year. Vacation bonus of 2 days' pay per year (unchanged).		
Paid Education Leave (new):	Employer contributes \$5 per active employee per quarter.		
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1980, \$15,500 (\$14,000) coverage. Effective April 1, 1981, \$16,500. Effective April 1, 1982, \$17,500. <u>Life Insurance for Retirees</u> - Effective April 1, 1980, \$3,500 (\$3,000) coverage. Effective April 1, 1981, \$4,000. Effective April 1, 1982, \$4,500. <u>A.D. & D.</u> - Effective June 1, 1980, \$15,000 (\$14,000) coverage. <u>Weekly Indemnity</u> - \$195 (\$175) per week, payable on a 1-1-8-52 basis. Effective April 1, 1981, \$210 per week. Effective April 1, 1982, \$225 per week. <u>Major Medical</u> - Effective July 1, 1980, increased vision care benefit. Effective July 1, 1980, hearing aid benefit added. N deductibles or co-insurance. <u>Drug Plan</u> - Deductibles eliminated. (Previously, \$10 single, \$ family.) <u>Dental Plan</u> - Benefit levels in orthodontic and other areas increased. 75%/25% co-insurance factor. Employer paid.		

Pension Plan:	Basic Benefit - Effective January 1, 1981, \$13.25 (\$11) per month per year of service. Effective January 1, 1982, \$14. Effective January 1, 1983, \$16.
	Transition and Bridge Survivor Income Benefits - \$300 to \$325 (\$250 to \$275) per month reduced by government plans to a minimum of \$150 (\$125) per month.
Relocation Allowance:	\$500 to \$845 for single employees and \$1,125 to \$1,760 for married employees for a distance of 80 to over 1,600 kilometers between plants. (Previously, \$385 to \$650 for single employees and \$865 to \$1,355 for married employees, for 25 to over 1,000 miles between plants.)
Safety Shoe Allowance:	Employer contributes \$20 (\$15) per year. Effective in the second contract year, \$22.50. Effective in the third contract year, \$25.

HEALTH AND WELFARE SERVICES

North York General Hospital - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 505 employees, settled by arbitration in May, 1980. Duration of negotiations - 19 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Group 2*	\$1,360-\$1,573	\$1,450-\$1,676
	0-7 years	(\$1,270-\$1,470)	
	Group 3/ Theatre Charge Nurse	\$1,387-\$1,607	\$1,477-\$1,712
	0-7 years	(\$1,296-\$1,502)	
	<u>Part-time**</u> (tour rates)		
	Group 2	\$62.78-\$72.60	\$66.92-\$77.35
	0-1400 tours	(\$58.62-\$67.85)	

*Special Start Rates - Group 2 Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357.

**Exclusive of add-on in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Bereavement Leave:	Up to 3 days leave to attend funeral upon death of brother-in-law and sister-in-law.
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium costs for basic preventative plan. Payments are based on the current Ontario Dental Association fee schedule.
Part-time Nurses:	Pay in Lieu of Fringe Benefits - Effective October 1, 1979, 12 (10%) of basic pay.

June 1980 Settlements

HEALTH AND WELFARE SERVICES

Mount Sinai Hospital at Toronto - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 1980, covering 360 employees settled by arbitration in June, 1980. Duration of negotiations - 20 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Registered Staff Nurse 0-7 years*	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Assistant Head Nurse 0-7 years	\$1,406.99-\$1,628.59 (\$1,314.94-\$1,522.04)	\$1,505.48-\$1,742.60
	<u>Part-time**</u> (tour rates)		
	Registered Nurse 0-1400	\$69.05-\$79.86 (\$63.30-\$73.27)	\$74.95-\$86.63

*Special Start Rates - Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,115) per month. Effective September 1, 1979, \$1,357 per month.

**Includes pay in lieu of fringe benefits.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Vacation:	2.08 days for each month in excess of 21 (22) years of continuous employment. Maximum accumulation 25 days.
Bereavement Leave:	Up to 3 days' leave to attend funeral upon death of brother-in-law and sister-in-law.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for a basic preventative plan. Payments are based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 290 employees, settled by arbitration in June, 1980. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	7.98%
	Cadet 0-2 years	\$12,331.71-\$13,716.87 (\$11,420.26-\$12,703.04)
	Constable, Fourth Class	\$15,480.32 (\$14,336.15)
	Constable, First Class	\$23,447.09 (\$21,714.08)
	Staff Inspector	\$31,890.55 (\$29,533.79)
	Superintendent	\$35,039.43 (\$32,449.62)

Overtime and Court Time Compensation: Employee may take time off from regular duty on a time and one-half (straight time hour) basis.

Paid Vacation: 4 weeks after 11 (12) years' service, 5 weeks after 19 (20) years and 6 weeks (new) after 25 years.

Health and Welfare: Dental Plan - Employer pays 75% (50%) of premium costs.

Clothing Allowance: \$500 (\$475) per year for members of the criminal investigation division. \$1.95 (\$1.85) per day for uniformed members placed in plainclothes detail for training and special assignments.

Mileage Allowance: 25¢ (20¢) per mile or 15.5¢ (13¢) per kilometre.

CONSTRUCTION

Construction Site Teamster Employer Bargaining Agency, province-wide - Teamster Construction Council of Ontario, Teamsters (Ind.) (commercial industrial and institutional construction): A 23-month renewal agreement effective from June 12, 1980 to April 30, 1981 covering 500 employees, settled at the bargaining stage and ratified in June, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 12/80</u>	<u>May 1/81</u>
	Package	\$1.70 for Hamilton,	88¢
	Increases	\$1.10 for all others	
	<u>Fork Lift Driver 5 tons and over</u>		
	Chatham and Windsor	\$10.64 (\$9.86)	\$11.39
	Sarnia	\$11.91 (\$11.06)	\$12.66
	Toronto	\$11.09 (\$10.23)	\$11.85
	Hamilton	\$11.69 (\$10.74)	\$12.45
	Barrie	\$9.41 (\$8.45)	\$10.16
	Belleville, Brockville and Kingston	\$10.95 (\$10.08)	\$11.70
	Cornwall, Ottawa and Smiths Falls	\$10.03 (\$9.07)	\$10.78
	Pembroke	\$9.25 (\$8.29)	\$10.00
	Cobourg and Oshawa	\$10.09 (\$9.22)	\$10.85
	Peterborough	\$9.02 (\$8.29)	\$9.77
	Fort Francis, Kenora, Moose Factory and Thunder Bay	\$11.38 (\$10.43)	\$12.14
	Guelph, Kitchener, Orangeville and Waterloo	\$9.40 (\$8.45)	\$10.15
	London and Owen Sound	\$10.29 (\$9.34)	\$11.05

	<u>June 12/80</u>	<u>May 1/81</u>
Sault Ste. Marie	\$9.47 (\$8.68)	\$10.23
Kirkland Lake, North Bay, Sudbury and Timmins	\$9.65 (\$8.85)	\$10.40

Overtime Pay: Double time (time and one-half) for any hours worked in excess of the regular hours for Kirkland Lake, London, North Bay, Owen Sound, Sault Ste. Marie, Sudbury and Timmins.

Vacation Pay: 10%. (Previously, 7% for Peterborough; 8% for Windsor, Chatham, Sault Ste. Marie, Kirkland Lake, North Bay, Sudbury and Timmins; 9% for Sarnia, Toronto, Belleville, Brockville, Kingston, Cobourg and Oshawa; and unchanged for all others.)

Health and Welfare: Employer contributes 75¢ (70¢) per hour earned. Effective May 1, 1981, 80¢.

Board Allowance: \$57.50 (\$45) per week for Windsor and Chatham, \$18.50 (\$16) per day for Sarnia and \$14.50 per day for all others except Toronto (new for Hamilton, previously \$12 per day for all others).

Effective May 1, 1981, \$70 per week for Windsor and Chatham, \$21 per day for Sarnia and \$17 per day for all others except Toronto.

Mileage Allowance: 13¢ (12¢) per mile. Effective May 1, 1981, 14¢.
(Windsor and Chatham only):

Travel Allowance: \$6.75 (\$4.75) per day for work in Zone A in Sarnia. All other rates increase by 10%. Effective May 1, 1981, a further 10% increase for all locals except Sarnia.

Architectural Glass and Metal Contractors Association, province-wide - Ontario Council, Painters (AFL-CIO/CLC) (glaziers - commercial, industrial and institutional construction): A 22-month renewal agreement effective from June 23, 1980 to April 30, 1982, covering 725 employees, settled at the post conciliation bargaining stage and ratified in June, 1980. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 23/80</u>	<u>May 1/81</u>
	Increases	\$1.00-\$1.37	\$1.00-\$1.76
	Journeyman, Local 1819, Toronto	\$12.90 (\$11.90)	\$13.90
	Journeyman, Local 1671, Thunder Bay	\$10.32 (\$9.32)	\$11.40

	<u>June 23/80</u>	<u>May 1/81</u>
Journeyman, Local 1783, London	\$9.94 (\$8.94)	\$11.13
Journeyman, Local 1684, Windsor	\$11.35 (\$10.35)	\$12.35
Journeyman, Local 1684, Chatham	\$8.61 (\$7.61)	\$10.16
Journeyman, Local 200, Ottawa	\$10.00 (\$9.00)	\$11.17
Journeyman, Local 1795, Hamilton	\$11.23 (\$10.23)	\$12.23
Journeyman, Local 1795, Niagara Peninsula	\$11.23 (\$10.15)	\$12.23
Journeyman, Local 1590, Sarnia	\$10.38 (\$9.20)	\$11.45
Journeyman, Local 1919, Sault Ste. Marie	\$7.85 (\$6.85)	\$9.61
Journeyman, Local 1904, Sudbury	\$8.88 (\$7.88)	\$10.36
Journeyman, Local 114, Belleville, Kingston	\$8.11 (\$7.11)	\$9.80
Journeyman, Local 114, Peterborough	\$8.11 (\$6.74)	\$9.80
Journeyman, Local 1824, Kitchener	\$8.81 (\$7.81)	\$10.31
Journeyman, Local 1832, Oshawa	\$10.92 (\$9.92)	\$11.92
Swing Stage Premium:	75¢ per hour. (Previously 50¢ for Toronto local, 42¢ for Ottawa local, 30¢ for Oshawa local and 25¢ for Sault Ste. Marie, Sudbury, Niagara Peninsula, London and Chatham locals. New for all other locals).	
Chargehand Premium:	75¢ per hour. (Previously, 50¢ for Toronto local, 40¢ for Oshawa local and 10¢ for Hamilton and Niagara Peninsula. New for all other locals except Windsor and Sault Ste. Marie).	
Lead Hand Premium:	50¢ per hour. (Previously, 35¢ for Ottawa local, 25¢ for Toronto, Sault Ste. Marie and Sudbury locals, 20¢ for Oshawa local and 10¢ for Kitchener and London local. New for all others).	
Vacation Pay:	10%. (Previously, varied among locals).	

Health and Welfare:	Employer contributes 60¢ per hour worked for all locals. (Previously, 90¢ for Toronto local, 75¢ for Windsor local, 55¢ for Niagara Peninsula, 50¢ for Thunder Bay and 40¢ for Hamilton and Oshawa locals. New for all other locals).
Pension Fund:	Employer contributes 40¢ per hour worked for Toronto local (new), 30¢ per hour for Oshawa local (new) and 15¢ per hour for Windsor local (new).
Industry Fund:	Employer contributes 4¢ per hour worked for all locals (previously 5¢ for Windsor local).
Car and Travel Allowance:	15¢ per kilometer. Effective May 1, 1981, 18¢. (Previously, 21¢ for Ottawa local, 17¢ for Windsor local and 13¢ for all others except Toronto, Sarnia and Kitchener (new).)
Meal Allowances and Out of Town Work:	Breakfast - \$3, Lunch - \$4, Dinner - \$6, Room - \$5 or receipted bill if greater, for a total of \$18. (Previously, varied among locals).
Travel Zone Allowances:	50¢ increase per zone for Toronto local and 40¢ increase per zone for Hamilton local. New zone areas as defined for Niagara local.

July 1980 Settlements

METAL FABRICATING

Tridon Limited at Burlington - Employees' Union (Ind.) (500 employees): A 30-month renewal agreement effective from July 1, 1980 to December 31, 1982, settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 1 month.

Wages:	Effective	Jan.1/81	Jan.1/82
	Increases	\$1.00-\$1.30	55¢-80¢
	Operator (non-incentive)	\$6.80 (\$5.80)	\$7.35
	Shipper	\$8.86 (\$7.68)	\$9.55
	Electrical Maintenance	\$10.71 (\$9.41)	\$11.51
	Toolmaker A	\$10.87 (\$9.57)	\$11.67

Settlement Bonus: \$100 will be paid in July 1980 and \$100 on October 1, 1980.

Cost of Living Allowance: Using the Consumer Price Index - 1971=100, and December 1980 as the base, triggered at 7% annually, 1¢ for every full 0.1% rise, with the first adjustment in December 1981. Subsequent adjustments in March, June and September 1982.

Cost of living adjustments provided under the previous agreement for 1980 are to continue with the final adjustment based on the CPI published in September 1980. (Previous formula 5¢ per 0.5% above base, triggered at 7%.)

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-23¢-28¢ (0-20¢-25¢). Effective January 1, 1982, 0-25¢-30¢.
Paid Holidays:	11, plus day's pay for working 4 hours on December 24 and day's pay for working on December 31 (unchanged).
Paid Vacation:	Effective in 1980, 4 weeks after 10 (11) years' service. Effective in 1981, 5 weeks after 20 (21) years. Effective in 1982, 6 weeks after 28 (30) years. Also, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is 66 2/3% of average earnings, with maximum of \$200 (\$175). Payable on a 1-1-6-26 (1-8-26) basis. <u>Dental Plan</u> - Employer pays 80% (75%) of premium costs. Effective January 1, 1981, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1980 ODA fee schedule.
Good Attendance Bonus (new):	Starting in 1981, before Christmas, for the preceding 12 months: No absenteeism - \$150 1 day's absence - \$100 2 days' absence - \$50
Safety Shoe Allowance:	In Press and Screw Manufacturing Department, employer pays 100% (50%) of cost for up to two pairs per year. In other areas, where safety shoes are mandatory, employer will pay up to \$40 per pair. (Previously, employer paid 50% of the cost for a maximum of 1 pair per year.)

NON-METALLIC MINERAL PRODUCTS

American-Standard, a division of Wabco-Standard Limited at Toronto - Local 231, Potters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 15, 1980 to May 14, 1982, covering 273 employees, settled with mediation assistance and ratified in July, 1980. Duration of negotiations - 3 months.

Wages:	Effective	June 9/80	May 15/81
Increases		45¢ for incentive workers; 50¢ for Day workers	50¢
Inequity Adjustment		15¢-30¢ for Grades 6 to 10	
Add-On		25¢ (unchanged) per hour worked	20¢ per hour worked

	<u>June 9/80</u>	<u>May 15/81</u>
Labour Grade 1 (includes Labourer)	\$6.03 (\$5.53)	\$6.53
Labour Grade 9 (includes Modeller)	\$7.03-\$8.11 (\$6.08-\$7.31)	\$7.53-\$8.61

Probationary period is 60 calendar days. Maximum rate for Modeller is reached after 6 months.

Lump Sum
Payment: \$225 per employee.

Shift Premium: 0-29¢-29¢ (0-26¢-26¢).

Saturday
Premium: 26¢ (23¢) per hour.

Sunday
Premium: 31¢ (28¢) per hour.

Paid Vacation: 4 weeks after 14 (15) years' service. Effective May 15, 1981, 4 weeks after 13 years.

Vacation Bonus: \$20 (\$10) per week of vacation.

Health and
Welfare: Life Insurance and A.D. & D. - \$9,000 (\$8,500) coverage.
Effective May 15, 1981, \$9,500 coverage.

Long Term Disability - Benefits of \$60 (\$50) per week. Effective
May 15, 1981, \$65 per week.

Dental Plan (new) - Effective January 1, 1981, employer pays 100%
of premium costs for basic plan based on the 1978 Ontario Dental
Association fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service.
Effective May 15, 1981, \$11 per month.

Early Retirement - Effective in the second year, 6% actuarial
reduction for employees retiring at age 60 or 61 and 5% for those
retiring at age 62, 63 or 64. (Previously, actuarial reduction
varied.)

Safety Shoe
Allowance: Maximum of \$30 (\$25) towards the cost of 1 pair annually.
Effective May 15, 1981, \$35 maximum.

CONSTRUCTION

Industrial Contractors Association of Canada, Ontario General Contractors Association
Labour Relations Bureau and Reinforcing Steel Institute of
Ontario - Locals 700, 721, 736, 759, 765 and 786, Structural Iron
Workers (AFL-CIO/CLC) (rodmen, commercial, industrial and insti-

tutional construction): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 2,700 employees, settled with mediation assistance and ratified in July, 1980. Duration of negotiations - 4 months.

Wages:	Effective	July 7/80	May 1/81
Increases		Hamilton - \$1.04 Sudbury - \$1.14 Ottawa - \$1.19 London, Sarnia and Windsor - \$1.21 Toronto - \$1.27 Thunder Bay - \$1.36	Toronto - 59¢ Hamilton- 60¢ London, Ottawa, Sarnia and Windsor - 86¢ Sudbury - 88¢ Thunder Bay - 90¢
Rodman (Local 700, London and Windsor)		\$11.46 (\$10.25)	\$12.32
Rodman (Local 721, Toronto)		\$12.57 (\$11.30)	\$13.16
Rodman (Local 759, Thunder Bay)		\$14.20 (\$12.84)	\$15.11
Vacation Pay:	10% (previously, 9% for Sudbury, unchanged for all other locals)		
Health and Welfare:	Effective July 7, 1980, employer contributes 75¢ (65¢) per hour worked for Toronto Local, 86¢ for Hamilton, Ottawa and Sudbury Locals (previously 67¢ for Hamilton and Ottawa and 73¢ for Sudbury) and 90¢ (73¢) for London, Sarnia and Windsor Locals. Effective May 1, 1981, employer contributes 86¢ for Toronto Local, 90¢ for Sudbury Local, 91¢ for Ottawa Local and 95¢ for London, Sarnia and Windsor Locals.		
Pension Fund:	Effective July 7, 1980, employer contributes 66¢ (50¢) per hour worked for Hamilton Local. Effective May 1, 1981, employer contributes \$1.00 for Hamilton Local and \$1.25 (\$1.00) for Toronto Local.		
Savings Plan (London Local, only):	Effective November 1, 1981, employer contributes 69¢ (49¢) per hour worked.		
Commuting and Board Allowance:	<u>Local 700, London and Windsor</u> - Effective July 7, 1980, \$23 (\$22) per day worked. Effective May 1, 1981, \$26. Effective July 7, 1980, commuting allowance for Windsor Local is 25¢ (21¢) per mile after 25 miles to a maximum of 100 miles. <u>Local 700, Sarnia</u> - Effective July 7, 1980, \$18 (\$16) per day worked. Effective May 1, 1981, \$21.		

Local 721, Toronto - Effective July 7, 1980, \$4.50 (\$3.50) per day in Zone 3; \$5.50 (\$4.50) per day in Zone 4; \$7.50 (\$5.50) per day in Zone 5; \$9.00 (\$7.00) per day in Zone 6; \$17.00 (\$15.00) per day in Zone 7 and \$21.00 (\$19.00) per day in Zone 8, payable for 7 days per week effective October 1, 1980.

Effective May 1, 1981, \$6.50 per day in Zone 4; \$8.50 per day in Zone 5; \$10.00 per day in Zone 6; \$19.00 per day in Zone 7 and \$24 per day for 7 days per week in Zone 8.

Local 736, Hamilton, Local 765, Ottawa and Local 786, Sudbury - Effective July 7, 1980, \$6.00 (\$5.00) per day worked in Zone 2; \$7.00 (\$6.00) per day worked in Zone 3; \$10.00 (\$9.00) per day worked in Zone 4; \$17.00 (\$15.00) per day worked in Zone 5 and \$21.00 (\$19.00) per day for 7 days per week in Zone 6.

Effective May 1, 1981, \$8.00 per day worked in Zone 3; \$11.00 per day worked in Zone 4; \$19 per day worked in Zone 5 and \$24.00 per day for 7 days per week in Zone 6 for Hamilton and Ottawa Locals and \$27.00 for Sudbury Local.

Local 759, Thunder Bay - Effective July 7, 1980, \$33 (\$28) per day worked. Effective May 1, 1981, \$35.

Mileage
Allowance:

Effective July 7, 1980, 23¢ per mile for Ottawa and Sudbury Locals (previously 19¢) and for Hamilton and Toronto Locals (new). 25¢ (19¢) for London and Windsor Locals and 32¢ (25¢) for Thunder Bay Local.

Effective May 1, 1981, 25¢ for Ottawa, Sudbury, Hamilton and Toronto.

Travel
Allowance:

Local 700, London - Effective July 7, 1980, \$7.00 (\$4.40) per day in Zone 2; \$10.00 (\$7.80) per day in Zone 3 and \$14.00 (\$12.00) per day in Zone 4. Effective May 1, 1981, \$1.00 increase per day in all Zones.

Local 700, Sarnia - \$4.00 (\$3.00) per day in Zone A and \$6.00 (\$4.75) per day in Zone B.

Clothing
Insurance:

Employer provides insurance up to a maximum of \$200 (\$150) while on Company property or in Company change houses and \$350 (\$300) for employees in a camp, except for Thunder Bay Local where the maximum amount is \$450 (\$400).

Ottawa Mechanical Contractors Association and Renfrew County Mechanical Contractors Association - Local 71, Plumbers (AFL-CIO/CLC) (Residential Sector): Two 21-month renewal agreements effective from July 22, 1980 to April 30, 1982, covering 375 employees, settled at the bargaining stage after a work stoppage and ratified in July, 1980. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 22/80</u>	<u>May 1/81</u>
	Increases	\$1.17-\$1.22	90¢

	<u>July 22/80</u>	<u>May 1/81</u>
<u>Ottawa M.C.A.</u>		
Journeyman Plumber	\$13.55 (\$12.33)	\$14.45
<u>Renfrew County M.C.A.</u>		
Journeyman Plumber	\$12.55 (\$11.38)	\$13.45
Emergency Overtime Pay:	Time and one-half until 12 (9) p.m. and doubletime from 12 (9) p.m. to 8 a.m.	
Lay-Off Pay:	2 hours' straight pay where the employer is unable to pay off an employee who is laid off while working overtime or shift-work, on a Saturday, Sunday or holiday.	
Health and Welfare:	Effective May 1, 1981, employer contributes 55¢ (50¢) per hour worked.	
Pension Fund:	Effective May 1, 1981, employer contributes 75¢ (70¢) per hour worked.	
Journeyman Training Fund:	Employer contributes 8¢ (6¢) per hour worked.	
Union Dues Promotion Fund:	Employer contributes, 20¢ (15¢) per hour worked.	
Board Allowance:	\$27 (\$25) per working day. Effective May 1, 1981, \$30	
Meal Allowance:	\$4 (\$3) after 2 overtime hours.	
Travel Allowance:	35¢ (30¢) per mile.	

Toronto Mechanical Contractors Association, Metropolitan Plumbing and Heating Contractors Association, Contractors Division, Residential Section - Local 46, Plumbers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 21, 1980 to April 30, 1982, covering 800 employees, settled at the bargaining stage and ratified in July 1980. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>May 21/80</u>	<u>May 1/81</u>
General Increases		\$1.15	91¢
Journeyman Plumber		\$14.35 (\$13.20)	\$15.26
Health and Welfare:	Employer contributes 37¢ (34¢) per hour worked.		

Pension Fund: Employer contributes \$1.10 (\$1.00) per hour worked. Effective May 1, 1981, \$1.20.

Training Fund: Effective May 21, 1980, employer contributes 8¢ (6¢) per hour worked.

S.U.B. Fund: Employer contributes 10¢ per hour worked.

Board Allowance: \$16 (\$14) per day. Effective May 1, 1981, \$19.

Travelling Expense Allowance: 29¢ (24¢) per mile from outside the 20 mile zone to the job and return up to a maximum of \$16 (\$11) per day. Effective May 1, 1981, maximum \$19 per day.

August 1980 Settlement

CONSTRUCTION

Ontario Precast Concrete Manufacturers Association - Ontario Provincial District Council, Labourers (AFL-CIO/CLC) (erectors and finishers of precast concrete products): A 21-month renewal agreement effective from August 14, 1980 to April 30, 1982, with wages retroactive to June 2, 1980, covering 300 employees, settled at the bargaining stage and ratified in August, 1980. Duration of negotiations - 1 month.

Wages:	Effective	June 2/80	May 1/81
	Package Increases	\$1.05	85¢
	General Precast Labourer	\$11.81 (\$10.86)	\$12.57
	Precast Erector and Finisher	\$12.61 (\$11.66)	\$13.37
	Welder (certified)	\$12.76 (\$11.81)	\$13.52

Shift Premium: \$1.25 (\$1.00) per hour. Effective May 1, 1981, \$1.35.

Swing Stage and Bosun Chair Premium: 55¢ (50¢) per hour. Effective May 1, 1981, 60¢.

Meal Allowance: \$12.70 (\$11.55) per day. Effective May 1, 1981, \$14.

Mileage Allowance: 24¢ (22¢) per mile. Effective May 1, 1981, 26¢.

Travel Allowance:	Effective - each way	Aug.14/80	May 1/81
	Zone 1 - to 25 mile radius	\$3.05 (\$2.75)	\$3.35
	Zone 2 - 26-40 miles	\$5.50 (\$5)	\$6.05
	Zone 3 - 41-70 miles	\$11.00 (\$10)	\$12.10

Effective	Aug.14/80	May 1/81
Zone 4 - 71-100 miles	\$16.50 (\$15)	\$18.15
Zone 5 - 101-130 miles	\$22.00 (\$20)	\$24.20
Zone 6 - over 130 miles	\$27.50 (\$25)	\$30.25
Every 30 miles - an additional	\$5.50 (\$5)	\$6.05

Clothing Insurance: Employer pays up to a maximum of \$100 (\$65) on proof of loss.

September 1980 Settlements

METAL FABRICATING

Crane Canada Limited at Brantford - Local 7480, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 259 employees, settled at the bargaining stage and ratified in September, 1980. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/80	Oct. 1/81
General Increases		10%	10%
Additional Adjustment		For some classifications	
Assembler		\$6.16 (\$5.60)	\$6.78
Electrician - Electronics		\$9.62 (\$8.65)	\$10.58

Shift Premium: Effective October 1, 1981, 0-30¢-35¢ (0-25¢-30¢).

Paid Holidays: Boxing Day is added for a total of 11 days.

Paid Vacation: Effective May 1, 1982, 3 weeks after 5 years' service (unchanged), 3 weeks plus 1 day (new) after 11 years, 3 weeks plus 2 days (new) after 12 years, 3 weeks plus 3 days (new) after 13 years, 3 weeks plus 4 days (new) after 14 years and 4 weeks (new) after 15 years.

Safety Shoe Allowance: Maximum of \$50 per pair towards the cost of 2 pairs annually. (Previously, no maximum.)

HEALTH AND WELFARE SERVICES

Riverside Hospital at Ottawa - Canadian Union of Operating Engineers (CCU): A 12-month first agreement effective from April 4, 1980 to March 25, 1981, covering 219 employees, settled at the bargaining stage and ratified in September, 1980. Duration of negotiation - 2 months.

Wages:	Effective	<u>Apr.4/80</u>	<u>Oct.1/80</u>
	General Increases	7%	2.8%
	<u>Monthly Rates</u>		
	Press Operator 0-2 years	\$967-\$1,011	\$994-\$1,039
	R.N.A. 0-3 years	\$1,107-\$1,197	\$1,138-\$1,231
	Receiver 0-4 years	\$1,118-\$1,334	\$1,149-\$1,372
	<u>Regular Part-time Hourly Rates</u>		
	R.N.A. 0-3 years	\$6.79-\$7.34	\$6.98-\$7.55
	Probationary period is 90 calendar days, which may be extended with the written consent of the parties.		
Hours of Work:	7 1/2 hours per day.		
Overtime Pay:	Time and one-half after 7 1/2 hours per day or an average of 5 per 7 calendar days averaged over a 2-week period.		
Shift Premium:	25¢ per hour.		
Call-In Pay:	Minimum 4 hours' straight time pay or equivalent time off.		
	Part-time employees called in with less than 1 hour's notice and who arrive up to 1 hour after the beginning of the shift, receive full pay for the shift provided they work the remaining hours.		
Reporting Pay:	Minimum 4 hours' pay provided the full shift is not completed.		
Standby Pay:	\$1.50 per hour. 1 lieu day off with pay or 1 day's pay for standby of 8 or more hours on a legislated holiday.		
Temporary Transfer:	Employee receives the higher rate when transferred for 4 hours or more to a different task.		
Holiday Pay:	Time and one-half for regular hours worked and double time for any additional hours worked plus a day-off without pay.		
Paid Holidays:	10 days plus 1 non-premium floating day.		
Paid Vacation (Full-time):	3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 15 years.		
Vacation Pay (Part-time):	6% for the first 4500 hours, 8% after 4500 hours and 10% after 18000 hours.		

Bereavement Leave:	Up to 5 days' paid leave for the death of a parent, spouse, child, brother, sister, parent-in-law, aunt or uncle and 1 day for grandparent, brother-in-law or sister-in-law, after 6 months' service.
Jury Duty and Crown Witness Pay:	Employee receives the difference between his regular earnings and fees received.
Educational Leave:	Paid leave for approved courses or seminars which are relevant to employees' work and leave of absence with or without pay to write required examinations.
Union Leave:	Paid leave for 2 employees, not exceeding 30 calendar days per year to attend meetings, seminars and conventions.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 85% of premium costs for full-time employees. <u>Extended Health Care</u> - Employer pays 75% of premium costs for full-time employees and 100% for part-time employees who have worked 24 hours or more per week. <u>OHIP</u> - Employer pays 100% of premium costs for full-time and part-time employees. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs for full-time employees. <u>Long Term Disability</u> - Employer pays 85% of premium costs for full-time employees. <u>Dental Plan</u> - Employer pays 50% of premium costs for full-time employees and 100% for part-time, for Blue Cross Dental Plan No. 7. Payments are based on the current Ontario Dental Association fee schedule.
Part-time Employees:	<u>Pay in Lieu of Fringe Benefits</u> - 12% added on to salary.
Workmen's Compensation:	Employer pays 75% of regular salary to an employee unable to work due to an injury incurred while on duty.
Transportation Allowance:	Taxi fare for employee called in to work at anytime other than his regularly scheduled shift or 24¢ per mile, or 15¢ per kilometer with \$2.40 minimum round trip guarantee for employee using his car.

CONSTRUCTION

Ontario Master Insulators' Association, of Ontario Inc. (Construction Agreement) - Local 95, Asbestos Workers (AFL-CIO/CLC): A 20-month renewal agreement effective from September 10, 1980 to April 30, 1982, covering 1,200 employees, settled with mediation assistance during a work stoppage and ratified in September, 1980. Duration of negotiations - 11 weeks.

Wages:	Effective	<u>Sept. 10/80</u>	<u>May 1/81</u>
	Package Increases	\$1.50	\$1.05
	Mechanic - Zone I	\$14.20 (\$12.93)	\$15.15
	Mechanic - Zone 2	\$13.58 (\$12.31)	\$14.53
	Mechanic - Zone 3	\$12.37 (\$11.10)	\$13.32
Industry Fund:	10¢ (8¢) per hour worked.		
Board Allowance:	\$25 per working day. (Previously, \$22 in Zone 3 and \$20 in Zones 1 and 2.)		
Travelling Allowance:	\$5 (\$4.50) per working day between 15-20 mile radius. \$6 (\$5.50) per working day between 20-25 mile radius. \$8 (\$7.00) per working day between 25-50 mile radius. (Previously, in Zone 3, \$5 per working day between 10-25 mile radius; \$7.50 between 25-34 mile radius and \$10 between 35-50 mile radius.)		

Negotiations in Progress during October 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Abitibi Price Inc. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.)	Carpenters (AFL-CIO/CLC) (woods empls.)	1,000	CO
Abitibi Price Inc., (Iroquois Falls, Smooth Rock Falls, Thunder Bay and Sault Ste Marie Divs.) and Abitibi-Price Fine Paper, Port Arthur Div.	Office Employees (AFL-CIO/CLC)	360	CO
Allied Chemical Canada, Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	530	B
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and maintenance empls.)	240	CO
American Can of Canada Ltd., (Woodlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	275	CO
Arrowhead Metals Ltd., Toronto	Auto Workers (CLC)	590	WS
Atomic Energy of Canada Ltd. (Engineering Co.), Mississauga	Engineers Assn. (Ind.)	650	B
Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC) (production empls.)	950	WS
Bendix Heavy Vehicle Systems, Ltd., London	Auto Workers (CLC)	374	WS
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC) (production and maintenance empls.)	200	B
Boots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	B
Brampton City Corp.	CUPE (CLC) (maintenance and drivers)	200	PCB
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	F
Brinks Canada Ltd., province-wide	Teamsters (Ind.)	200	CO
Brown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	320	B
Butler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC)	500	MED
Cambridge Towel Corp. & Elco Kitchen Products	Clothing and Textile Workers (AFL-CIO/CLC)	228	B

*See page 716 for definition of codes

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	1,275	CO
adian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
adian Broadcasting Corp., province-wide	Newspaper Guild (AFL-CIO/CLC)	256	B
adian Coleman Co. Ltd., Toronto	CLC Directly Chartered	320	CO
adian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	750	B
leton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
leton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B
tham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	B
omasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)(production and maintenance empls.)	400	B
naught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	CO
ah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
namid of Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	B
or Metal Products, Midland	Auto Workers (CLC)	420	CO
inion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC)	600	PCB
tar Fine Papers Ltd., Cornwall, t. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
tar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	CO
tar Woodlands Ltd., Nipigon	Carpenters' (AFL-CIO/CLC)	239	B
ferin Peel Roman Catholic Separate School Board	CUPE (CLC)	300	B
ham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
ham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	MED

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St.
Durham Regional Police	Police Assn. (Ind.)	356	B
E.B. Eddy Forest Products Ltd., Espanola	Carpenters (AFL-CIO/CLC)	257	CO
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	530	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	AF
Exolon Co. of Canada Ltd.,Thorold	Energy and Chemical Workers (CLC)	234	ME
F.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	410	B
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	600	B
B.F. Goodrich Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC) (hourly-rated and incentive empls.)	795	CO
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (defence scientific service)	450	B
Haley Industries, Inc., Haley	Steelworkers (AFL-CIO/CLC)	325	B
Halton Regional Police	Police Assn. (Ind.)	270	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	500	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	650	CO
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed.(Ind.)	520	B
Hawker Siddeley Canada Ltd., Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	405	PC
Hiway Market, Kitchener and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	290	B
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed.(Ind.)	260	PF
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC) (seasonal empls.)	400	PC
Keeprite Products Ltd., Brantford	Employees' Assn. (Ind.)	300	B

**Federal jurisdiction

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
berly-Clark of Canada Ltd., onglac	Carpenters (AFL-CIO/CLC) (woods empls.)	830	B
gston General Hospital	CUPE (CLC)	404	B
gston General Hospital	CUPE (CLC) (office employees)	248	B
chener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	ARB
ak Canada Ltd., Brampton and ount Dennis	Employees' Assn. (Ind.) (production and distribution empls.)	1,250	B
ger Pulp and Paper Limited, ackaging Div., Toronto	Cdn. Paperworkers (CLC)	200	CO
ds and Grenville County Board f Education	Ont. Secondary School Teachers' Fed.(Ind.)	375	F
y Cups Ltd., Toronto	Printing and Graphic Communications (AFL- CIO/CLC)	500	B
coln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	950	B
ingston Industries Ltd., agersville, London and illsonburg	Woodworkers (AFL-CIO/CLC)	1,040	B
don City Corp.	CUPE (CLC) (outside empls.)	510	B
don Transportation Commission	Transit Union (AFL-CIO/CLC)	340	MED/WS
onnell Douglas Canada Ltd., ississauga	Auto Workers (CLCO (office and clerical empls.))	525	PCB
onnell Douglas Canada Ltd., ississauga	Auto Workers (CLC) (production empls.)	4,365	CO
aster University (Grounds and uildings), Hamilton	Service Employees (AFL-CIO/CLC)	280	B
ck Trucks Canada Ltd. (Manu- acturing Div.), Oakville	Machinists (AFL-CIO/CLC)	223	CO
sey-Ferguson Industries Ltd., rantford and Toronto	Auto Workers (CLC)	5,300	PCB
tro Toronto News Co.- Western Ontario Distributors Ltd., Barrie, London and Toronto	Teamsters (Ind.)	300	MED/WS
ropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	B

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St.
Miller Brothers Co. (1962) Ltd., Glen Miller Rd., Trenton	Cdn. Paperworkers (CLC)	220	CO
William Neilson Ltd./Ltee, Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/ CLC) (production empls.)	740	B
Niagara Regional Board of Com- missioners of Police	Police Assn. (Ind.)	675	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	900	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed.(Ind.)	233	WS
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Ontario Council of Administrators of Teaching Hospitals, province- wide	Interns Assn.	2,400	WS
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ME
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	B
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,455	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	AR
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,790	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,725	B
Ontario Housing Corp., province- wide	CUPE (CLC) (office and maintenance empls)	1,035	AR
Ontario Hydro, Generation and Transmission and Distribution Project Div.	Electrical Workers (IBEW)(AFL-CIO/CLC)	1,700	B

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ario Master Insulators Assn. Inc. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	1,200	PCB
awa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
awa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	1,500	B
awa City Corp.	Fire Fighters (AFL-CIO/CLC)	510	ARB
awa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
awa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	CO
awa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	260	PCB
board Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC) (plant empls)	700	MED
ord County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
ord County Board of Education	Ont. Secondary School Teachers' Fed.(Ind.)	355	MED
l Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
broke General Hospital	CUPE (CLC)	210	CO
th County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365	PFB
th County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	PFB
lco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)(production empls.)	600	B
scott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	PFB
erty Management Services Organization	Labourers (AFL-CIO/CLC)	200	B
kwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	WS

Federal jurisdiction

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Royal Ontario Museum	OPSEU (NUPGE) (CLC)	210	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	AF
SKD Manufacturing Co. Ltd., Amherstburg	Auto Workers (CLC)	450	B
SKF Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	B
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	AF
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	B
St. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	B
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	AR
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384	AR
Scarborough Centenary Hospital Assn.	CUPE (CLC)	435	CO
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	300	B
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	B
Skyline Hotels (Canada) Ltd., Ottawa	Hotel Employees (AFL-CIO/CLC)	400	CO
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	375	PC
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	B
Steinberg Inc. (Miracle Mart Div.) Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC)	515	CO
Steinberg's Ltd. (Miracle Food Mart Div.), Toronto	Teamsters (Ind.)	270	MED

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	B
Textile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,500	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed.(Ind)	2,760	PMB
Toronto City Board of Education	CUPE (CLC)	250	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	CO
Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	ARB
Union House Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	320	CO
Univisior City Corp	CUPE (CLC) (inside empls.)	800	B
Univisior City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
Univisior Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	ARB
Univisior Western Hospital Centre (CODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	ARB
Univisior Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
Univisior of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	250	CO
Univisior Borough Board of Education	Ont. Secondary School Teachers' Fed.(Ind.)	482	B
Univisior Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	MED
MORE THAN ONE PROVINCE			
Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	CO
Canada, system-wide**	Air Line Pilots (Ind.)	1,860	B

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,775	B
Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn., Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and Hamilton, Ont.	Clothing and Textile Workers (AFL-CIO/CLC)	10,000	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.)(clerical and associated empls.)	16,600	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET)(CLC)	2,000	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	CO
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	B
Canadian Pacific Express Ltd. (Canadian Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	B
CIP Containers, Que. and Ont.	Energy and Chemical Workers (CLC) and Cdn. Paperworkers (CLC)	850	ME
CP Air, system-wide**	Air Line Flight Attendants (CLC)	950	B
CP Air, system-wide**	Air Line Pilots (Ind.)	700	B
CP Air, system-side**	Railway Clerks (AFL-CIO/CLC)	1,485	B
E.B. Eddy Forest Products Ltd., Que. and Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,700	CO
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B

**Federal jurisdiction

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	WS
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	ARB
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS)(Ind.) (biological sciences group)	870	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power & stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC)(drivers, terminal and garage empls.)	1,050	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category)(research officers and research council officers)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees' Assn. (Ind.) (technical category)	980	B
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man.	PSAC (CLC) (production and office empls.)	530	B
Federal jurisdiction			

Negotiations in Progress during October 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
Soo-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Food and Commercial Workers (AFL-CIO/ CLC)	1,020	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	845	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

**Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in November 1980

Employer and Location	Union	No. of Empls.
Air Canada, province-wide	Air Line Pilots (Ind.)	651
All Canada, province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	1,605
All Canada (Communication Sales), province-wide	Cdn. Telephone Employees (Ind.)	540
Air, province-wide	Air Line Pilots (Ind.)	651
Air (Agents and Customer Service), province-wide	Railway Clerks (AFL-CIO/CLC)	240
Canadian Broadcasting Corp. (TV News), province-wide	Newspaper Guild (AFL-CIO/CLC)	256
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211
City Parking Holdings Ltd., Toronto	Service Employees (AFL-CIO/CLC)	203
Canamid of Canada Ltd., Welland Plant	Energy and Chemical Workers (CLC)	420
Cor Metal Products, Midland	Auto Workers (CLC)	420
F.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	410
Gussmann Store Equipment Ltd., Brantford	Auto Workers (CLC)	475
H-T-E Industries Ltd. (Mississauga Operation)	Electrical Workers (IBEW) (AFL-CIO/CLC)	272
Kodak Canada Ltd., Brampton and Mount Dennis	Employees Assn. (Ind.) (produc- tion and distribution empls.)	1,250
Lake Ontario Cement Ltd. (Picton Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	267
Ly Cups Ltd., Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	500
Men's Clothing Manufacturers Assn. of Ont., Hamilton and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	2,206
William Neilson Ltd./Ltee, Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC) (production empls.)	740
Non-Destructive Testing Cos., province- wide	Plumbers and Boilermakers (AFL-CIO/CLC)	301

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in November 1980 (Cont'd)

Employer and Location	Union	No. Em
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	6
SKF Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	3
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	3
Snap-on Tools of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	3
Steinberg's Ltd. (Miracle Food Mart Div.), Toronto	Teamsters (Ind.)	2
Tele-Direct Ltd., Intercity	Cdn. Telephone Employees (Ind.)	2
Voyageur Colonial Ltd., Ottawa	Railway, Transport and General Workers (CLC)	5

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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
November 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in November 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in December 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

December 29, 1980

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Highlights

Farm Equipment Industry Settlement. The 1980 round of bargaining in the Ontario agricultural implement industry was completed in early November with the ratification of a 34-month renewal agreement between Massey Ferguson Industries and the United Auto Workers (UAW), representing 5,300 production workers at the company's plants in Toronto and Brantford. The new agreement followed in most respects the industry wage pattern established last spring at the Hamilton plant of International Harvester. However, because of Massey's difficult financial situation, the workers agreed to grant the company several contract concessions in a bid to save the employer from bankruptcy and to help safeguard their own jobs. Before the previous three-year pact expired on September 1, the company extended the summer shut-down by three months and laid off most of the Toronto and Brantford employees.

The extension of the annual shutdown at the Canadian multinational producer of farm, industrial and construction equipment, was a result of a slump in farm machinery sales, especially in the U.S., caused by high interest rates, prolonged drought and the wheat embargo against the U.S.S.R. The laid-off workers did not receive supplemental benefits from Massey's unemployment fund (SUB) for the full three months of shutdown, because the fund, depleted by drawings arising from shorter work weeks, had been used up by August 10. Under such circumstances, the union realized that market conditions would have to be taken into consideration at the bargaining table and centered its attention on the length of the new contract and improvements in pension benefits. Eventually, in response to the company's request for aid in its refinancing plan, the union agreed to a deferral of the initial wage increase and cost-of-living payments, as well as a reduction by \$3.50 in the UAW standard pension benefits, saving the debt-ridden company about \$6.6 million.

The new contract, reached in post-conciliation bargaining, provided a general wage increase totalling 9 per cent and an improved cost-of-living clause. Effective on the November 1 ratification date of the agreement, the workers received a COLA increase of 23 cents which was due in September, while the initial 3 per cent increase plus a COLA fold-in of \$1.88 (including another 23-cent adjustment scheduled for March) were deferred until June 1981. The next 3-per cent increases will be implemented in September of the two subsequent years. The cost-of-living formula was revised as of December 1980, to provide quarterly adjustments of one cent for every 0.26 point rise in the CPI, instead of the previous 0.35. In addition, the new terms included a number of improvements in the existing health, welfare and pension provisions. The company also agreed to introduce on January 1, 1981 a contingency SUB plan, providing payments of \$50 per week to laid-off employees in the event the main fund runs out of money.

Following the signing of the agreement, the Massey plants resumed operations and partially recalled the laid off workers. In the interim, the federal and Ontario governments have agreed to guarantee part of the firm's refinancing program. The two levels of government promised to back the risk that private investors would take in investing \$200-million in a new issue of the company's preferred shares, thus clearing the way for the proposed \$730-

million refinancing package of Massey's world-wide operations. In return for taking that risk, the governments received a number of commitments, including a new Massey research and development facility to be built by the company in Canada within three years.

Meanwhile, an indefinite layoff continues at White Farm Equipment, the second-largest employer in Brantford. The White combine plant, along with a truck assembly plant in Kelowna, B.C., have been shut down since last summer, when their U.S.-based parent firm, White Motor Corporation, went into receivership. Plans to refinance and reorganize the entire operations are still in progress. Recently a group of Canadian investors offered to take over the two subsidiary companies in Ontario and B.C.

Aerospace Industry Settlements. Three major Ontario aircraft components manufacturers signed in November six renewal agreements covering a total of 5,600 plant and office employees represented by two international unions. The previous agreements at the largest of the three companies, McDonnell Douglas Canada at Mississauga, expired October 17, 1980, while at the other two, Spar Aerospace Products at Toronto and the Orenda Division of Hawker Siddeley Canada at Mississauga, they expired during the previous month. The unions involved in bargaining were the United Auto Workers (UAW), acting on behalf of McDonnell and Spar workers, and the International Association of Machinists (IAM), representing the Orenda employees.

Major bargaining goals of the two unions, which represented over 100,000 workers in the U.S. aerospace industry under contracts due for renewal in the fall of 1980, were developed at two separate conferences, with the unions coordinating their objectives informally. The UAW aimed at the achievement of settlements similar to those in the auto industry plus pension portability, while the IAM proposed a wage increase of 15 per cent, lowering of the cost-of-living adjustment factor to .2, and a variety of fringe benefits improvements. The negotiations were conducted on a company-by-company basis. The first settlement, reached in early October between Boeing Co. of Seattle and the IAM, set the pattern in this year's round of aerospace bargaining. The three-year pact included a first year wage increase averaging 7 per cent plus a further 3 per cent in each of the next two years, as well as continuation of an unchanged COLA escalator based on a .3 adjustment factor. The contract also featured a modified union shop and improvements in welfare and pension benefits. The total value of compensation increases was estimated at about 39 per cent over the life of the contract.

The 1980 bargaining priorities at the McDonnell Douglas Canada plant included matching the terms negotiated by the UAW with the parent company in the United States and resolving several specifically Canadian issues. New agreements for the 3,905 plant workers and 505 office and technical employees were concluded in post-conciliation bargaining shortly after a contract settlement at the U.S. corporation gave its 10,000 employees a wage increase of about 13 per cent over three years and an improved pension program. Both the U.S. and Canadian contracts were retroactive to October 18. Under the new settlement terms, hourly wages of the Canadian workers were increased on that date by a COLA fold-in of \$1.56, plus an additional 56 to 94 cents, with the latter amount applied to the higher pay grades. During the two succeeding years, the workers received further increases of 3 per

cent each. The settlement also continued quarterly COLA payments of one cent for every .3 point rise in the CPI and provided improvements in shift premiums, flight payments, pensions and wage related insurance benefits. The parties also agreed on a number of first time benefits such as audio and vision care, orthodontic coverage and extension of health care benefits to surviving dependents of a deceased employee. Soon after the ratification of the new contracts, McDonnell Douglas announced plans for wide-scale layoffs at the Mississauga operation due to a decline in commercial aircraft orders resulting from a world-wide airline recession. The employment situation is expected to improve if and when the plant wins subcontracts to make components for 137 F-18 Hornet jet fighters. The subcontracts are part of a multi-billion-dollar offset package the U.S. corporation is committed to place with Canadian industry over a 15-year period as a condition for the Hornet contract signed earlier this year with the federal government.

Economic packages matching closely the McDonnell Douglas pattern were also accepted in parallel negotiations at the Spar Aerospace and Orenda plants. Two of the four resultant contracts, affecting Spar's 375 production workers and 156 office employees, were settled in post-conciliation talks, and covered a 35-month term ending September 30, 1983. The remaining Orenda agreements for 405 production workers and 145 office employees were finalized in mediation and were of a two-year duration. They provided slightly higher cents per hour increases effective September 20, with a partial fold-in of cost-of-living allowances generated under the previous agreement. The outstanding COLA float of 30 cents per hour together with a lump sum payment of \$57.20 were to be paid at the end of 1980. The existing COLA provision was maintained but the present 11-cent cap per quarter was eliminated.

The new aerospace industry pattern will most likely influence the subsequent 1981 negotiations at three other major Ontario aircraft or aerospace equipment producers. The upcoming negotiations include two UAW agreements expiring on June 22 at de Havilland Aircraft of Canada in Toronto (over 3,000 production and office employees) and IAM contracts due for renewal on March 6 and September 30, 1981 at Boeing of Canada in Arnprior (280 plant employees) and Fleet Industries in Fort Erie (600 plant and office employees), respectively. At de Havilland, a recent decision to expand facilities to accommodate construction and assembly of the Dash 8 commuter plane, which is expected to create about 1,500 new jobs by mid-1982, may have an additional impact on the course of the approaching contract talks.

Teaching Hospitals Settlement. Following 24-months of intermittent negotiations, marked by a work-to-rule campaign and a work stoppage, 2,400 interns and residents at Ontario teaching hospitals endorsed a 24-month renewal agreement replacing one which expired December 31, 1978. The negotiations between the doctors, members of the Professional Association of Interns and Residents of Ontario (PAIRO) and the Ontario Council of Administrators of Teaching Hospitals, acting on behalf of 23 hospitals in Toronto and four other centres, began in early 1979. Main issues included conditions of employment, principally salaries and hours of work. The expired contract incorporated a unique bargaining formula, calling for settlement of future disputes by a consultative committee made up of representatives from the association, the hospitals, university faculties and the public. If that committee could not come to an agreement, then the Minister of Labour was to appoint an assessor.

After the direct contract talks failed in mid-1979, the assessor recommended a new wage settlement. His report stated that interns and residents are essential employees who work 90 hours a week. It also recommended a salary increase of 7.5 per cent every six months over three-years from 1979 to 1981 for residents and 6.5 per cent over the same period for interns. (Interns are physicians who must work a qualifying year in a hospital before practicing in Ontario. Residents are licensed MD's training to become specialists.) The report was approved by PAIRO, but the hospitals were prepared to grant increases only for the first two years. They refused to accept recommendations for the third year, because the province, which is financing the teaching hospitals, did not guarantee funds to cover the proposed 1981 increases. After additional finances for the past and current year were received, the doctors were paid salaries for the 1979-80 period at the recommended rate.

However, the association requested the dispute over the enactment of the full report to be resolved by binding arbitration. To press its demand, the doctors engaged in a two-day work-to-rule campaign. In late July, when the doctors threatened a boycott of elective surgery services, the hospitals put forward a proposal for compulsory arbitration of salaries and benefits for a two-year period, while the whole question of compensation was reviewed by a government task force. The PAIRO members turned down the compromise offer and walked off the job. They returned to work six days later after winning permanent arbitration in future disputes over all employment related issues, except hours of work. Also excluded from the arbitration process will be matters concerning the education of interns and residents. The new agreement, expiring December 31, 1980, continued the present Medical Post Graduate Consultation Committee set up in 1976 to determine wages, benefits and working conditions. However, the new bargaining procedure stipulated that if the committee fails to agree on items other than hours of work, a three-man arbitration board will be appointed to resolve the dispute. It also provided for the appointment of a chairman by the Chief Justice of Ontario, if the other two members cannot agree on a person to preside. The arbitration board's ruling will be binding on both parties, and strikes or lockouts will be prohibited.

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Bendix Heavy Vehicle Systems Inc., London	Auto Workers (CLC)	746
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Canadian International Paper Co., Container Div., Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Quebec; and Single Service Div., Markham	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)(production and office empls.)	729
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TOBACCO PRODUCTS

Imperial Leaf Tobacco, Division of Imasco Ltd., formerly Imperial Leaf Tobacco Company of Canada Limited at Aylmer - Local 10, Energy and Chemical Workers* (CLC): A 36-month renewal agreement effective from November 1, 1980 to October 31, 1983, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

*Previously, the Canadian Chemical Workers. Name was changed as as the result of a merger.

Wages:	Effective	<u>Nov.1/80</u>	<u>Mar.1/81</u>	<u>Nov.1/81</u>
	General Increases	80¢	20¢	80¢
	Additional Adjustment	Some reclassifications		
	Labour Pool	\$6.20 (\$5.40)	\$6.40	\$7.20
	Operator-Cleaning and Classifying	\$6.80 (\$5.86)	\$7.00	\$7.80
	Effective	<u>Mar.1/82</u>	<u>Nov.1/82</u>	<u>Mar.1/83</u>
	General Increases	20¢	80¢	20¢
	Labour Pool	\$7.40	\$8.20	\$8.40
	Operator-Cleaning and Classifying	\$8.00	\$8.80	\$9.00

Shift Premium: 0-25¢-35¢ (0-20¢-30¢). Effective November 1, 1982, 0-30¢-40¢.

Paid Holidays: Eligibility is reduced to 20 (40) working days' service. Employees who have previously completed the probationary period and are re-hired become eligible immediately upon re-hiring.

Vacation Pay: 8% after 1300 (1500) accumulated days worked and 10% (new) after 1950.

Bereavement Leave: 1 day's paid leave for brother-in-law, sister-in-law, grandparents and grandchildren.

Health and Welfare: Weekly Indemnity (new) - Effective November 1, 1981, benefit is 60% of wages for employees with 400 accumulated days' service. Payable on a 1-7-13 basis.

Technological Change (new): Employees will have their current rate maintained for 3 months when set back to a lower paying job due to technological change. A midway adjustment will be in effect for the subsequent 3 months period.

RUBBER AND PLASTICS PRODUCTS

B.F. Goodrich Canada Inc. at Kitchener - Local 677, Rubber Workers, (AFL-CIO/CLC)
 (800 hourly rated and incentive employees): A 36-month renewal agreement effective from October 1, 1980 to September 30, 1983 settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
COLA Fold-ins	55¢	Previous year's accumulation	Previous year's accumulation	Previous year's accumulation
General Increases*	50¢	30¢		20¢
Skilled Trades Adjustment	25¢	15¢		
Inequity Adjustments (varies by group level)	1¢-8¢			
<u>Hourly Rated</u>				
Labourer	\$7.98 (\$6.93)	\$8.28		\$8.48
General Maintenance Man	\$8.44 (\$7.39)	\$8.74		\$8.94
Electrician	\$10.00 (\$8.70)	\$10.45		\$10.65
Electrician (electrically qualified)	\$10.08 (\$8.78)	\$10.53		\$10.73

*Incentive workers receive increases to their base rates sufficient to produce an earnings increase commensurate with the increase received by hourly rated employees.

Cost of Living Allowance:

Effective in the first year, measures average change in the Consumer Price Index for October, November and December 1980 against the 3 subsequent quarters against the average CPI for August, September and October 1980. Pays 1¢ per 0.3 point change in the CPI - 1971=100. (Basic formula is unchanged.)

Effective in the second year, 4 adjustments of 1¢ per 0.26 point change, using October, November and December 1981 as the base.

Effective in the third year, 3 adjustments of 1¢ per 0.26 point change, using October, November and December 1982 as the base.

Allowances generated are folded into the base rates at the end of each contract year.

COLA Advance (new) - October 1, 1980, 20¢; October 1, 1981, 15¢; October 1, 1982, 15¢. To be recovered in subsequent COLA adjustments.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 1 floating holiday is added for a total of 12.

Paid Vacation: 4 weeks after 12 (15) years' service, 6 weeks after 25 (30) years. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged).

Minimum Vacation Pay - \$225 (\$160). Applies for those employees who have been unable to work during the previous calendar year because of sickness or injury. Must have resumed work 2 (3) months prior to vacation.

Vacation Pay in Lieu of Time Off (new) - Trial period for 1981. Employees with 5 weeks of vacation entitlement may elect to take 1 of those weeks in the form of pay; those with 6 weeks may elect 2 weeks in the form of pay.

Bereavement Leave: Great-grandparents and spouse's great-grandparents are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$11,500) coverage.

Optional Contributory Life Insurance for Employees - \$13,000 coverage.

Life Insurance for Pensioners - \$6,500 (\$5,500) coverage.

Optional Contributory Life Insurance for Dependents - \$5,000 for spouse and \$1,000 for each child.

Weekly Indemnity - 66 2/3% of weekly earnings to a maximum of \$174 (\$147).

Eyeglasses - \$80 (\$60) per employee.

Dental Plan - Effective December 1, 1980, coverage for restorative and prosthodontic services added. All payments to be based on the 1980 (1977) Ontario Dental Association fee schedule. The COLA diversion for partial funding to this plan made under the previous agreement has been discontinued.

Transition Survivor Income Benefit - \$250 (\$200) maximum per month, less any applicable statutory offsets, to an overall payment of \$6,000 (\$4,800).

Bridge Benefit - \$250 (\$200) per month, less any applicable statutory benefits.

Pension Plan: Basic Benefit - \$15 (\$11.75) per month per year of service for retirements on or after October 1, 1980.

Type A Supplementary Monthly Benefit - \$10 (\$9) per year of service to a maximum of 30 (25) years for retirements on or after October 1, 1980.

Vesting - \$15 (\$11.75) per month for employees with 10 or more years of service terminating their services on or after October 1, 1980.

Deferred Life Annuity - For retirements on or after October 1, 1980, \$12.20 (\$9.05) per month per year of service prior to January 1965 and \$15 (\$11.75) per month per year of service since January 1965. Benefits received under this plan will be used to offset any benefits that may also be forthcoming under the vesting plan.

Existing Pensioners - Benefits increased by \$1 per month for each year of service.

Supplementary Unemployment Benefit Plan: Employer Contribution - 5¢-15¢ (2¢-12¢) depending on level of fund.

Safety Shoe Allowance: \$12 (\$4) per pair.

Payment of Local Union President: 40 hours per week at his average hourly earnings, plus COLA, plus 50¢ per hour (new).

Standard Products (Canada) Limited at Stratford - Local 154, Canadian Rubber Workers National Council of Canadian Labour (Ind.): A 36-month renewal agreement effective from October 1, 1980 to September 30, 1983, covering 266 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Oct.1/80	Oct.1/81	Oct.1/82
General Increases		33¢-38¢	19¢ for Direct Labour; 25¢ for Indirect Labour	12¢ for Direct Labour; 15¢ for Indirect Labour
COLA Fold-in		29¢		
Plant 1				
Direct Labour-Group 1 (Pool Light)		\$5.34 (\$4.72)	\$5.53	\$5.65
Indirect Labour-Group 13 (Material Handler)		\$6.76-\$6.86 (\$6.09-\$6.19)	\$7.01-\$7.11	\$7.16-\$7.26
Indirect Labour-Group 15 (Maintenance)		\$7.13-\$7.53 (\$6.46-\$6.86)	\$7.38-\$7.78	\$7.53-\$7.93

"Direct Labour" refers to incentive workers and "Indirect Labour" to non-incentive workers.

Cost of Living Allowance: Float of 69¢ generated under the previous agreement continues.
1¢ per 0.33 point change in the Consumer Price Index - 1971=100.
Adjusted quarterly. (1¢ per 0.345 point change in the CPI.
Triggered at 20¢. Adjusted quarterly.)

Shift Premium: 0-25¢-25¢ (0-20¢-25¢).

Paid Holidays: Effective in 1982, December 31 is added for a total of 12 days.

Bereavement Leave: Up to 3 day's paid leave upon death of common-law spouse, common-law parents and common-law children (new).

Overtime Pay: Double time after 12 hours worked on Monday to Friday.
(Previously, time and one-half for all overtime hours.)

Health and Welfare: Life Insurance and A.D.& D. - \$10,000 (\$8,000) coverage.

Life Insurance for Retirees (new) - Employer pays 100% of premium cost for a plan providing \$2,000 coverage

Weekly Indemnity - Benefits increase to \$120 (\$85) per week, payable on a 1-1-4-26 basis.

Pension Plan (new): Details still to be determined.

FURNITURE AND FIXTURE

Storwal International Inc. at Pembroke - Local 3257, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 20, 1980 to October 19, 1982, covering 292 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct.20/80</u>	<u>Oct.20/81</u>
	Non-Incentive Increase	56¢	Wage Reopener
	Job Class Increment	10¢	
	Job Class 1 (Labourer)	\$5.00 (\$4.44)	
	Job Class 19 (includes Toolmaker)	\$6.80 (\$6.24)	

Shift Premium: 0-20¢-20¢ (0-15¢-18¢)

Paid Holidays: Full (half) day on Christmas Eve and full (half) day on New Years' Eve are added for a total of 12 days.

Health and Welfare: Weekly Indemnity - Payable on a 1-1-8-26 (1-8-26) basis.

Drug Plan (new) - Employer pays 100% of premium costs for a plan which includes semi-private hospitalization coverage. Plan covers 100% of drug costs after a \$25 deductible.

Pension Plan: Basic Benefit - Effective October 20, 1981, \$6 (\$5) per month year of service.

PAPER AND ALLIED

E.B. Eddy Forest Products Ltd. at Hull, Que. and Ottawa, Ont. - Locals 33, 34, 50 and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC) (1,500 employees): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	May 1/80	May 1/81
Increases		\$1.37	9.5%, minimum 90
Adjustments*			
Trades - Class "A" and related occupations		38¢	
Labourer		\$8.91 (\$7.54)	\$9.81
Tradesman, Class "A"		\$11.25 (\$9.50)	\$12.32

*Additional adjustments to Paper Machine wage rates ranging from 10¢-25¢ per hour.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective November 5, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢. All shift workers on the payroll May 1, 1980, will be paid a flat payment of \$10 to offset retroactive payment.

Paid Holidays: 12 (unchanged).

Paid Vacation: 4 weeks after 10 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged). Effective May 1, 1981, 5 weeks after 20 years, 6 weeks after 25 years and 7 weeks after 30 years (new).

Health and Welfare: Weekly Indemnity - Effective December 1, 1980, \$230 (\$200) per week. Effective May 1, 1981, \$250 per week.

Long Term Disability - Effective December 1, 1980, \$1,300 (\$800) maximum monthly benefit.

Dental Plan - Effective December 1, 1980, payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Pension Plan:

Benefit improvements effective May 2, 1980:

Benefit Improvement for active employees - A compounded increase of 25% and 6% in the amount of pension accrued during period January 1, 1978 to December 31, 1979.

Benefit Improvement for employees retiring at normal retirement age during the life of the agreement - 20% in amount of pension accrued.

Bridging Supplement for Early Retirements at age 61 - \$11 (\$9) per month per year of service to a maximum of 30 years' credit.

Canadian International Paper Company, Container Division at Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Que., and Single Service Division at Markham, Ont. - Various Totals, Canadian Paperworkers (CLC) and Energy and Chemical Workers* (CLC.) (820 production and office employees): Four renewal agreements** settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

*Previously, Canadian Chemical Workers (Ind.).

**London Office Agreement - Effective September 1, 1980 to May 31, 1982. London Plant Agreement - Effective June 1, 1980 to May 31, 1982. Vaudreuil Plant Agreement - Effective December 1, 1980 to May 31, 1982. Master Agreement (all other plants) - Effective June 1, 1980 to May 31, 1982.

The London Plant Agreement was previously part of the Master Agreement.

The Energy and Chemical Workers represent the office and plant employees at London. The Canadian Paperworkers Union represent all other bargaining units.

Unless otherwise stated all changes shown are effective upon ratification.

Wages:

Master Agreement and London Plant Agreement

Effective	<u>June 1/80</u>	<u>June 1/81</u>
General Increases	\$1.37	90¢
Incremental Increases	1¢	1¢
Container Div.; Job Grades 1-8		
Adjustments		
Container Div.; Job Grades 9 & 10	38¢	

	<u>June 1/80</u>	<u>June 1/81</u>
<u>Hourly Rates</u> <u>(Container Division)</u>		
Grade 1 (includes General Help)	\$8.29 (\$6.92)	\$9.19
Grade 5 (includes Maintenance) 3rd Class)	\$9.09 (\$7.68)	\$10.03
Grade 10 (includes Electrician "A")	\$10.54 (\$8.79)	\$11.44

London Office Agreement - Increases are commensurate to those given hourly rated employees. Increases take effect September 1980 and June 1, 1981.

Vaudreuil Plant Agreement - Wage schedule to follow rates at the other container plants. Required increases to take effect December 1, 1980 and September 1, 1981.

Job Evaluation - Joint labour/management committees to develop new scale of rates using the base rates and top rates in effect at the expiry of this agreement. The evaluated jobs will be slotted on the new scale. This scale will serve as the basis for bargaining in 1982.

Hours of Work: Plant employees - 40 per week; office employees - 35 per week (both unchanged).

Shift Premiums: Effective November 14, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective June 1, 1981, 0-25¢-30¢. Changes for Vaudreuil Plant take effect December 1, 1980 and September 1, 1981.

Paid Holidays: 12 (unchanged).

Paid Vacation: Effective January 1, 1981, 3 weeks after 5 (6) years' service and 4 weeks after 10 (15) years. Also 2 weeks after 1 year, 5 weeks after 22 years and 6 weeks after 27 years (all unchanged).

Effective January 1, 1982, 3 weeks after 4 years, 4 weeks after 10 years and 5 weeks after 20 years.

Supplementary Vacation - Requires minimum of 25 years of continuous service. 1 week at age 60, 2 at 61, 3 at 62, 4 at 63 and 5 at 64 (all unchanged).

Maternity Leave: Employee may maintain life insurance, dental coverage and hospital-medical-surgical insurance during entire leave by paying required premiums. (Previously, employee could only maintain hospital-medical-surgical insurance. All other coverage lapsed after 6 weeks on leave.)

Health and
Welfare:

Weekly Indemnity - Benefits to equal 60%-70% of an employee's normal weekly straight time rate. Percentage payable varies according to an average experience index developed at each plant in terms of the claims made in previous months. Pays on a 1-4-52 basis. (Previously benefits ranged from 70% up to an unspecified maximum benefit to be determined according to average annual claims cost.)

Total and Permanent Disability Plan - Delete. Replaced by continuation of \$18,000 life insurance while on Long Term Disability.

Long Term Disability - Amendments to current plan - A service related benefit period up to attainment of eligibility for voluntary early retirement; pension accrual at no cost while on L.T.D.; removal of necessity to retire while in receipt of L.T.D. benefits; waiver of the 20 years service requirement to qualify for voluntary early retirement and employees may maintain health insurance coverage while on L.T.D. by paying premiums.

Dental Plan (new) - Effective January 1, 1981, 100% coverage for routine preventative, diagnostic and restorative treatments and 50% coverage for major restorative treatments. Deductible each year - \$25 single/\$50 family. Maximum coverage per year - \$1,000 per insured. Payments are based on the 1980 Provincial Dental Associations fee schedules for province of residency. Employer pays required premiums.

Pension Plan:

Effective Dates - September 2, 1980 for London Office employees, December 2, 1980 for Vaudreuil employees and June 2, 1980 for all other employees.

Service Accruals - For active employees, a future service pension credit of 66.25% of the contributions made by the member up to December 31, 1979 and 50% of the contribution made subsequently. (Previously, 62.5% up to December 31, 1977 and 50% thereafter.)

Minimum Pension - The greater of normal retirement allowance or \$9 (\$8.75) per month per year of service. Applies to those employees retiring on or after the effective date of the change on Normal or Voluntary Early Retirement at age 62, without actuarial reduction.

Bridging Supplement (new) - \$11 per month per year of service to a maximum of 30 years. Applies to those employees retiring at age 62 or older with 20 or more years of service.

Metric Tools:

Employer matches government subsidy.

Meal Allowance:

\$3 (\$2.50).

Safety Shoe
Allowance:

\$15 (\$12) per year.

PRIMARY METAL

ArrowHead Metals Ltd., formerly Anaconda Canada Ltd. at Toronto - Local 399, Auto Workers (CLC) (plant employees): A 36-month renewal agreement effective from November 9, 1980 to November 8, 1983, covering 36 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Previous agreement scheduled to expire November 30, 1980 was terminated early by the Ontario Labour Relations Board on January 3, 1980.

Wages:	Effective	<u>Nov. 10/80</u>	<u>Nov. 10/81</u>	<u>Nov. 10/82</u>
General Increases		55¢	75¢	76¢
COLA Fold-in		\$1.15		
Skilled Trades Adjustments		40¢ on the average	22¢ on the average	18¢ on the average
<u>Production</u>				
Pay Grade 1 (Janitor)		\$7.05 (\$5.35)	\$7.80	\$8.56
Pay Grade 15 (Roller)		\$9.36 (\$7.66)	\$10.11	\$10.87
		<u>Nov. 10/80</u>	<u>Oct. 1/81</u>	<u>Oct. 1/82</u>
<u>Skilled Trades</u>				
ST-2 (Saw Grinder)		\$8.445-\$8.605 (\$6.595-\$6.755)	\$9.295-\$9.455	\$10.105-\$10.265
ST-7 (Electronic-electrician)		\$9.435-\$9.675 (\$7.285-\$7.525)	\$10.435-\$10.675	\$11.395-\$11.635

Probationary period is 90 days. Maximum rates for skilled trade are reached after three 3-month increases.

Settlement Pay: \$200 to all employees including those terminated. Approximately another \$130 to each recalled employee after 30 days for hours worked from January 3 to April 15, 1980.

Cost of Living Allowance: Discontinued.

Paid Vacation: Effective in 1982, 3 weeks after 6 (7) years' service and 5 week after 24 (25) years. Effective in 1983, 3 weeks after 5 years, 4 weeks after 14 (15) years and 5 weeks after 23 years.

Health and
Welfare:

Life Insurance - Effective December 1, 1980, \$10,000 (\$9,000) coverage. Effective December 1, 1981, \$11,000. Effective December 1, 1982, \$12,000.

A.D. & D. - Effective December 1, 1980, \$7,500 (\$5,000) coverage. Effective December 1, 1981, \$9,000. Effective December 1, 1982, \$10,000.

Weekly Indemnity - Benefit increases to \$174 (\$120) per week, payable on a 1-1-8-39 (1-1-8-52) basis. Effective December 1, 1981, payable on a 1-1-8-52 basis. Effective January 1, 1981 and January 1, 1982 benefits increase according to UIC maximum.

Dental Plan - Effective December 1, 1980, payments are based on the 1980 (1977) Ontario Dental Association fee schedule. Effective December 1, 1982, the 1981 ODA fee schedule.

Pension Plan:

Basic Benefit - \$10 (\$9) per month per year of service. Effective in 1982, \$11.

METAL FABRICATING

Butler Metal Products Co. Ltd. at Cambridge - Local 1780, Auto Workers (CLC) (550 full-time hourly rated employees): A 36-month renewal agreement effective from November 1, 1980 to October 31, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Nov. 1/80</u>	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>
COLA Fold-in	\$1.01		
Increases*			
Skilled Trades	3%	3%	3%
Others	3% of weighted average of all non-skilled classifications	Same as Nov. 1/80	Same as Nov. 1/80
Inequity Adjustments	5¢-20¢	5¢-20¢	5¢-15¢
Deflasher	\$7.55 (\$6.12)	\$8.00	\$8.41
Tool & Die Maker	\$10.72 (\$9.32)	\$11.12	\$11.53

*Increases and rates shown are for hourly rated employees. Incentive employees receive increases of 3% to their rates and 3% to their "add-ons".

Special Adjustments - All employees receive the following "add-ons" to their regular base rates:

Nov. 2, 1981 - 5¢	Nov. 1, 1982 - 5¢
Feb. 1, 1982 - 5¢	Feb. 7, 1983 - 5¢
May 3, 1982 - 5¢	May 2, 1983 - 5¢
Aug. 2, 1982 - 5¢	Aug. 1, 1983 - 5¢

Cost of Living Allowance:

11 quarterly adjustments. First adjustment to be calculated January 1981 comparing the Consumer Price Index for November 1980 over August 1980. First 9 adjustments pay 1¢ per 0.3 point increase in the 1971 Index. Last 2 adjustments pay 1¢ per 0.26 point change. (Formula in the final year of the previous agreement paid 1¢ per 0.35 point change.)

Hours of Work:

40 per week (unchanged).

Shift Premium:

0-35¢-40¢ (0-30¢-35¢). Effective November 1, 1981, 0-40¢-45¢.

Paid Holidays:

15 (14) days in the first year of the agreement. Extra day is due to scheduling of the Christmas week shutdown. Effective in the second year, 1 floating holiday is replaced with a Paid Personal Holiday for a total of 15. Effective in the third year add a second Paid Personal Holiday for a total of 16.

Paid Vacation:

4 weeks with 8% of total annual earnings after 12 (15) years' service. Also 2 weeks with 4% after 1 year, 2 weeks with 5% after 3 years, 3 weeks with 6% after 5 years, 3 weeks with 7% after 10 years, 4 weeks with 9% after 17 years and 5 weeks with 10% after 20 years.

Bereavement Leave:

3 (1) days' paid leave in the event of death of grandparent.

Health and Welfare:

Life Insurance - \$25,000 basic coverage for all employees; employer paid. (Previously, \$8,000-\$25,000 according to hourly rates.) Optional coverage unchanged.

Weekly Indemnity - Effective November 1, 1980, 66 2/3% of regular earnings to a maximum of \$190 (\$180). Effective November 1, 1981, \$200. Effective November 1, 1982, \$210. Payable on a 1-4-52 basis.

Long Term Disability (new) - \$300 per month. Pays for a maximum of 5 years. Company paid.

Major Medical (new) - Add hearing aid coverage - \$250 once per lifetime.

Optional Plans - Prescription Safety Glass Plan (unchanged). Vision Care Plan, \$80 (\$60) once every 24 months.

Dental Plan - Payments continue to be based on the current Ontario Dental Association fee schedules.

Pension Plan: Basic Benefit - \$8.50 (\$7) per month per year of service for employees retiring on or after November 1, 1980; \$10 on or after November 1, 1981 and \$11.50 on or after November 1, 1982.

Employee Contribution - 1 1/4% of all earnings. (Previously, 1 1/4% on earnings to C.P.P. maximum and 2 1/2% for all earnings thereafter.)

Supplemental Plan (new) - \$4 per month per year of service for employees retiring on or after November 1, 1980; \$5 on or after November 1, 1981 and \$5.75 on or after November 1, 1982. The plan is integrated and 'cuts out' at 65. Applies to employees retiring at age 55 with 15 years of service.

Safety Shoe Allowance: \$30 (\$25) per year.

Tool Allowance: \$60 (\$50) maximum per year for skilled tradesmen to replace worn out tools or to purchase new required tools. The employer continues to replace tools damaged on the job.

Tool Insurance: Replacement value, no-deductible coverage. (Previously, \$25 coverage.)

Canadian Coleman Company Limited at Toronto - Local 9049, Steelworkers* (AFL-CIO/CLC): A 24-month first agreement effective from October 1, 1980 to September 30, 1982, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

*Previously, the Federal Union 24514, Canadian Labour Congress was the bargaining agent. Union change is the result of successor rights.

Wages:	Effective	<u>Oct.1/80</u>	<u>Oct.1/81</u>
Increases		50¢ for incentive work; 70¢ for non-incentive work	55¢ for incentive work; 75¢ for non-incentive work
Skilled Trades Adjustments		50¢ for Tool and Die Maker; 35¢ for Millwright and Electrician; 30¢ for Screw Machine Repair; 25¢ for Screw Machine Set Up and Tool Grinder; 15¢ for Licensed Truck Driver and 10¢ for Job Set Up	50¢ for Tool and Die Maker; 35¢ for Millwright and Electrician
General Labour		\$6.58-\$6.82 (\$5.88-\$6.12)	\$7.33-\$7.57

	<u>Oct.1/80</u>	<u>Oct.1/81</u>
Maintenance	\$8.32-\$8.62	\$9.42-\$9.72
Mechanic	(\$7.27-\$7.57)	

Probationary period is 60 worked days. Maximum rates are reached on merit.

Group Leader Premium: 68¢ (58¢) per hour.

Lead Hand Premium: 40¢ (30¢) per hour.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Vacation: 3 weeks after 5 (6) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,000) coverage.
Weekly Indemnity - Payable on a 1-1-5-26 (1-1-6-26) basis.

Dental Plan (new) - Effective October 1, 1981, employer pays 50% of premium costs. Payments are based on the 1981 Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1981, a non-contributory (contributory) plan is implemented. Minimum benefit is \$8 per month per year of service in the Plan.

Prescription Safety Glasses (new): Employer contributes \$20 per pair per year.

MACHINERY

Massey-Ferguson Industries Ltd. at Toronto and Brantford - Locals 439 and 458, Auto Workers (CLC) (5,300 production employees): A 34-month renewal agreement effective from November 3, 1980 to September 1, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/81</u>	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
COLA Fold-in*		\$1.88		
General Increases				
Hourly Incentive		3% 23¢	3% 28¢	3% 29¢
<u>Hourly Rates</u> (Implement Plant)				
General Labourer		\$9.68 (\$7.57)	\$9.97	\$10.27

	<u>June 1/81</u>	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Tool & Die Maker	\$11.81 (\$9.64)	\$12.16	\$12.52

*Carried over to cost-of-living add-on account for incentive workers.

Cost of Living Allowance: Total float following the last adjustment made June 1980 under the previous agreement was \$1.70 per hour. Under the new agreement, 23¢ to be added November 1980 for the months of May, June and July 1980. Next adjustment December 1980 - 1¢ per 0.26 point change in the CPI - 1971=100, using the average for August, September and October 1980 over May, June and July 1980. Next adjustment June 1981 and quarterly thereafter ending June 1983. Effective June 1, 1981, fold in \$1.88. (Previous formula 1¢ per 0.35 point change; 1961 Index.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 14 including Christmas holiday period (unchanged).

Attendance Bonus Plan: First year of agreement - 1 hour, taken as time or money, for every complete 40 hour scheduled week worked; 3 additional hours for working 5 consecutive weeks without absence (unchanged). Second and third years of agreement - 1 hour for each week worked; 4 additional hours for working 4 consecutive weeks.

Paid Vacation: 2 weeks at 4% after 1 year's service, 2 1/2 weeks at 5% after 3 years, 3 weeks at 6% after 5 years, 3 1/2 weeks at 7% after 10 years, 4 weeks at 8% after 15 years and 5 weeks at 10% after 20 years (all unchanged).

Health and Welfare: Accident and Sickness Weekly Benefits - 65% of base hourly rate to a maximum of \$245 (\$225) plus \$25 (\$20). Effective September 7, 1981, \$260 plus \$30.

Dental Plan - Effective January 1, 1981, \$1,000 (\$750) annual maximum coverage; \$800 (\$650) lifetime orthodontic benefit.

Transition Survivor Income Benefit - \$300 (\$250) per month with a minimum of \$150 (\$125). Higher amounts apply for spouse with at least one dependent child or for a surviving child without parents. Amounts are subject to any applicable statutory offsets.

Bridge Benefit - \$300 (\$250) per month with a minimum of \$200 (\$175). Eligibility requires spouse to be age 45 at time of employee's death (unchanged) or to have age of spouse plus number of years of employee's service total at least 55 (new).

Prosthetic Appliances and Durable Medical Equipment - Coverage of items extended.

Benefit Coverage for Surviving Spouse - The employer pays for OHIP and drugs for six months if eligible for Bridge Benefits; no time limit if death is result of a job related accident.

Pension Plan: Basic Benefit - \$14 (\$13) per month per year of service for retirement on or after January 1, 1981; \$15 for retirement on or after January 1, 1982.

30 and Out Supplement - A special allowance sufficient to bring the total unreduced monthly pension to \$770 (\$700) for eligible employees retiring on or after January 1, 1981; \$800 for retirement on or after January 1, 1982. Pays until age 65.

Eligibility for Early Retirement - Basic benefit paid in full with no reduction in benefits for employees retiring on or after January 1, 1981 with 30 years of service (unchanged) or whose age and years of service equalled 85 at time of retirement (new).

Negotiation Clause - Either party may reopen the Pension Plan for renegotiation on August 31, 1982.

Pensioners Who Retire Prior to December 31, 1980 - Effective December 15, 1981, a lump sum payment equal to \$1 per year of service times the number of months on pension between December 1, 1980 and November 30, 1981.

Pensioners Who Retire Prior to December 31, 1981 - Effective December 15, 1981, a lump sum payment equal to \$1 per year of service times the number of months on pension between December 1, and November 30, 1982.

Supplementary Unemployment Benefit Plan: Contingency Plan (new) - Effective January 1, 1981 to September 1, 1983, a flat benefit payment of \$50 per week to eligible employees should the Fund be in a no pay out position. Subject to a \$500,000 maximum liability to the employer.

Employer Contribution - Effective September 1, 1982, a maximum of 13¢ (10¢) per hour.

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5009, Steelworkers (AFL-CIO/CLC) (650 hourly rated and incentive employees): A 35-month renewal agreement effective from November 9, 1980 to September 30, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 1/80	Oct. 4/81	Oct. 3/82
Adjustment (Indentured Skilled Trades)		5%		
General Increases				
Hourly		15¢	15¢	15¢
Incentive		12¢	12¢	12¢
<u>Hourly Rates</u>				
Labourer		\$5.59-\$5.87 (\$5.44-\$5.72)	\$5.74-\$6.02	\$5.89-\$6.17

	<u>Oct. 1/80</u>	<u>Oct. 4/81</u>	<u>Oct. 3/82</u>
Electrician 1st Class	\$7.25-\$7.74 (\$6.76-\$7.23)	\$7.40-\$7.89	\$7.55-\$8.04
Electrical Technician	\$7.10-\$7.98 (\$6.62-\$7.46)	\$7.25-\$8.13	\$7.40-\$8.28

Bonus for Special Work - Piecework operators will not receive less than the Day Rate (previously Guaranteed Incentive Day Rate) applicable to the job while working on any operation where a time study has been established.

Cost of Living
Allowance:

The current accumulated float following the October 1980 adjustment is \$2.16. 1¢ per 0.45 point change in the Consumer Price Index - 1961=100. Base period is June 1978. Calculated quarterly with the first adjustment made October 1980 and the last adjustment made August 1983. (Basic formula is unchanged except previous base period was September 1974.)

Hours of Work:

40 per week (unchanged).

Paid Holidays:

8 statutory holidays plus the 4 standard work days between Christmas and New Year's (unchanged).

Paid Vacation:

2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 11 years, 5 weeks after 17 years and 6 weeks after 27 years (all unchanged).

Health and
Welfare:

Drug Plan - Coverage to be extended to include disability and early retirement pensioners until age 65 (new).

Pension Plan:

Basic Benefit - Effective January 1, 1980, \$10 (\$7.50) per month per year of service.

Bridge Benefit (i.e. Supplemental Benefit) - Effective January 1, 1980, \$4.50 (\$3) per month per year of service to a maximum of \$180 (\$120) per month less Canada Pension Plan benefits.

Death Benefit (new) - Effective January 1, 1980, provide active employees a death benefit of 50% of accrued pension payable for 5 years.

TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Inc., Orenda Division at Mississauga - Local 717T, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 20, 1980 to September 24, 1982, covering 405 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 20/80	Sept. 19/81
Increases		60¢ - \$1.00	32¢ - 55¢
COLA Fold-in		74¢	
Additional Adjustments		Some classification adjustments	
General Labour (Job Class 2)		\$8.30 (\$6.93)	\$8.63
Mechanic, Electronics Maintenance (Job Class 12)		\$10.36 (\$8.62)	\$10.91
Lump Sum Payment:	\$57.20 for all employees, payable in December 1980.		
Cost of Living Allowance:	\$1.04 COLA allowance was generated under the previous agreement. 74¢ was folded in to wages leaving a float of 30¢, which is payable December, 1980. Effective in December 1980, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, above 213.5 (177.8). To be adjusted quarterly. Payable in March 1981 and quarterly thereafter to June 1982. (Basic formula is unchanged. Previously, capped at 11¢ per quarter.)		
Shift Premium:	0-35¢-45¢ (0-30¢-40¢). Effective September 19, 1981, 0-40¢-50¢.		
Paid Holidays:	January 2nd is added in 1981 only, for a total of 13 days.		
Paid Vacation:	3 weeks after 3 years' service (new).		
Vacation Pay:	15 days pay after 3 years' service (new), 17 days (3.25) weeks pay after 5 years, 19.50 days (3.75 weeks) pay after 10 years, 22 days (4.25 weeks) pay after 15 years, 25.75 days (5 weeks) pay after 20 years and 30.75 days (6 weeks) pay after 25 years. Effective June 30, 1982, days pay increase by 1/4 days.		
	2 weeks' pay of an employees highest previous base rate if on leave of absence due to illness or injury and not actively at work during the year preceeding June 30th (new).		
Bereavement Leave:	Up to 5 (3) days' paid leave in the event there are dependent children in the custody of the surviving spouse.		
Health and Welfare:	Life Insurance - \$12,000 (\$11,000) coverage. Effective September 19, 1981, \$13,000.		
	A.D. & D. - \$12,000 (\$11,000) coverage.		
	Weekly Indemnity- Effective January 1, 1981, benefit increases to \$200 (\$180) per week. Effective January 1, 1982, \$210.		

Drug Plan- 50¢/ RX deductible. Effective September 19, 1981,
35¢/RX deductible.

Dental Plan - Payments are based on the 1980 (1978) Ontario
Dental Association fee schedule.

Pension Plan:

Effective in 1981, the non-contributory plan is replaced by the
I.A.M. Labour Management plan.

Supplemental Benefits - Eligible retirees between October 1, 1980
and January 1, 1982, not qualifying for past service benefits
under the new plan are eligible to receive a special supplement
to their accrued benefits under the old plan.

Eligible retirees with 10 years' service or more receive a
further supplemental benefit as follows:

Jan.1/82 - Dec.1/82	\$2,340
Jan.1/83 - Dec.1/83	\$2,460
Jan.1/84 - Dec.1/84	\$2,580
Jan.1/85 - Dec.1/85	\$2,700

providing the aggregate of the two plans does not reach this
level.

Safety Shoe
Allowance
(new):

Employer contributes \$35 once per calendar year, upon proof of
purchase.

McDonnell Douglas Canada Ltd. at Mississauga - Local 1967, Auto Workers (CLC) (3,905
production employees): A 36-month renewal agreement effective
from October 18, 1980 to October 16, 1983, settled at the post
conciliation bargaining stage. Duration of negotiations - 5
months.

Wages:	Effective	<u>Oct. 18/80</u>	<u>Oct. 17/81</u>	<u>Oct. 16/82</u>
COLA Fold-in		\$1.56		
General Increases		56¢-94¢*	3%	3%
Wage Group 1 (includes Labourer)	\$8.88-\$9.05 (\$6.78-\$6.93)		\$9.15-\$9.32	\$9.42-\$9.60
Wage Group 6 (includes Welder Mechanic)	\$9.70-\$9.86 (\$7.54-\$7.69)		\$9.99-\$10.16	\$10.29-\$10.46
Wage Group 12 (includes Tool & Die Maker and Electrician- Electronic)	\$11.30-\$11.38 (\$8.80-\$8.88)		\$11.64-\$11.72	\$11.99-\$12.07

*Includes a 20¢ "COLA Traveller" calculated as an extension to the
COLA provision of the previous agreement to cover the quarter
ending August 1980.

Cost of Living Allowance: 11 quarterly adjustments starting January 1981 using the CPI - 1971=100. Pays 1¢ for each 0.3 point increase in the 3 month average above the base - 211.6 points. (Formula in the latter half of the previous agreement was similar but with different base.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-27¢-32¢ (0-22¢-27¢).

Flight Pay Bonus: \$10 (\$5) per hour. Applies during periods of testing. Employer provides \$50,000 (\$30,000) life insurance coverage.

Paid Holidays: 39 days, including Christmas shutdown period, during a 36-month period beginning October 20, 1980. Holidays include United Nations Day and NATO Day. (unchanged.)

Paid Vacation: 1 week at 4% of earnings for less than 1 year of service, 2 weeks at 4% after 1 years, 2 1/2 weeks at 5% after 4 years, 3 weeks at 6% after 8 years, 3 1/2 weeks at 7% after 12 years, 4 weeks at 8% after 15 years and 4 1/2 weeks at 9% after 20 years (all unchanged).

Health and Welfare: Group Benefit Plans - Improvements shown below, where applicable, apply to new claims on or after January 1, 1981. Prior disabilities will continue to be covered by the former provisions. Wage increases and the COLA fold-in result in employees advancing to higher level of coverage in wage related benefits. Table of benefits have been extended to accommodate this movement.

Life Insurance - \$12,000-\$15,000 (\$8,500-\$14,000) coverage.

A.D. & D. - \$6,000-\$7,500 (\$4,250-\$7,000). Payable if death or dismemberment occurs within 1 year (90 days) of accident.

Accident and Sicknes - First 15 weeks, greater of applicable benefit level under U.I.C. or \$160 to \$180 per week. (Previously followed U.I.C.) Last 37 weeks, \$160-\$180 (\$160-\$170) per week.

Extended Disability - \$435-\$575 (\$285-\$525) per month.

Transition Survivor Income - \$150-\$300 (\$125-\$250) per month for eligible survivor without a dependent child and \$200-\$325 (\$175-\$275) per month for surviving spouse with dependent child or for an orphaned child. Amounts shown are prior to any applicable statutory offsets.

Bridge Survivor Income - \$300 (\$250) per month with a minimum of \$200 (\$100). Amounts shown are prior to any applicable statutory offsets.

Major Medical - Lifetime coverage of \$20,000 (\$10,000). Annual restoration of \$2,000 (\$1,000) per year.

Vision Care (new) - Details not finalized. Benefits will apply to eligible retirees, surviving spouse, dependents as well as to active employees. Becomes effective January 1, 1981.

Audio Care (new) - Reimbursement of reasonable and customary charges. Applies to eligible retirees, surviving spouse, dependents and active employees. Becomes effective January 1, 1981.

Dental Plan - Payments to be based on the 1980 (1977) Ontario Dental Association fee schedule. Add orthodontic coverage for services rendered prior to age 19 at 50% co-insurance and with a \$700 lifetime maximum.

Continuation of Coverages (new) - If death results from a work related incident, health care benefits excluding dental, will be extended to the surviving spouse and any dependents until the earlier of death or remarriage. If death results from a non-work related cause, and the surviving spouse qualifies for Bridge Benefits, health care benefits excluding dental, will be extended for 6 months at the employer's expense for the surviving spouse and any dependents. Benefits may thereafter be continued at surviving spouse's expense until the earlier of termination of Bridge Benefits, or the death or remarriage of the surviving spouse.

Pension Plan: Basic Benefit - For retirements on or after January 1, 1981, \$15 (\$12) per month per year of service.

Supplemental Benefit - For retirements on or after January 1, 1981, \$12 (\$10) per month per year of service to a maximum of 25 years, payable prior to attaining statutory benefit age; \$10 (\$8) following statutory benefit age. Amounts are reduced by any applicable statutory offsets.

Special Allowance - For retirements on or after January 1, 1981, an amount sufficient to bring the total when added to the supplemental benefit to \$375 per month. (Previously, an amount sufficient to bring the total when added to the basic and supplemental benefits to \$600 per month.) Applies for employees retiring at age 55 with 30 years of service.

Current Retirees and Survivors - Effective January 1, 1981, increase benefits by \$1.50 per month per year of service consistent with adjustments applied at the time of retirement. For retirees receiving the Special Allowance, the monthly benefit, subject to the reductions for Early Retirement and Survivor Benefit election, will be \$675 (\$600).

Service Credit While on Lay-Off - Effective January 1, 1981, maximum of 52 (13) weeks.

McDonnell Douglas Canada Ltd. at Mississauga - Local 673, Auto Workers (CLC) (505 salaried employees): A 36-month renewal agreement effective from October 18, 1980 to October 16, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 18/80</u>	<u>Oct. 17/81</u>	<u>Oct. 16/82</u>
	COLA Fold-in	\$58.50		
		per week		

	<u>Oct. 18/80</u>	<u>Oct. 17/81</u>	<u>Oct. 16/82</u>
General Increases	\$14.43-\$44.77* per week	3%	3%
<u>Weekly Rates</u>			
Wage Group 1 (includes Mail Clerk)	\$291.86-\$304.17 (\$219.65-\$231.24)	\$300.62-\$313.30	\$309.64-\$322.7
Wage Group 10 (includes Technical Illustrator A)	\$412.59-\$426.77 (\$327.86-\$340.99)	\$424.97-\$439.57	\$437.72-\$452.7
Wage Group 12 (includes Structural Assembly Planner A)	\$452.37-\$468.73 (\$350.89-\$365.46)	\$465.94-\$482.79	\$479.92-\$497.2

*Includes same "COLA Traveller" as in agreement for production employees.

Hours of Work: 37 1/2 per week (unchanged).

Other Changes: Benefit improvements and COLA clause similar to agreement for production employees.

Spar Aerospace Products Limited at Toronto - Local 112; Auto Workers (CLC): A 35-month renewal agreement effective from November 9, 1980 to September 30, 1983, with wages retroactive to October 1, 1980 covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct.1/80</u>	<u>Oct.1/81</u>	<u>Oct.1/82</u>
COLA Fold-in	\$1.83			
Increases	4%-9%		3%	3%
Skilled Trades Adjustments			1%	1%
Wage Group 1 (includes Labourer)	\$8.76-\$8.86 (\$6.65-\$6.76)		\$9.02-\$9.13	\$9.29-\$9.40
Skilled Trades Group 3 (includes Electrician-Electronics)	\$11.11-\$11.16 (\$8.51-\$8.56)		\$11.55-\$11.61	\$12.02-\$12.07

Maximum rates are reached upon completion of probationary period of 60 days of work.

Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index 1971=100. Adjusted quarterly. (Basic formula is unchanged.)
Shift Premium:	0-27¢-37¢ (0-22¢-28¢)
Paid Vacation:	3 weeks after 4 (7) years' service, 4 weeks after 12 (15) years, 4.5 weeks after 20 years (unchanged) and 5 weeks (new) after 25 years.
Health and Welfare:	<u>Major Medical Plan</u> - Coverage extended to include prescription eyeglasses to a maximum of \$60 less \$7.50 every 2 years and hearing aids to a lifetime maximum of \$500. <u>Dental Plan</u> - Payments are based on 1980 (1978) Ontario Dental Association fee schedule. Orthodontic coverage to a maximum of \$750 (\$500).
Pension Plan:	<u>Basic Benefit</u> - Effective October 1, 1980 \$12 per month per year of future service. Effective October 1, 1981, \$13.50 per month. Effective October 1, 1982, \$15 per month. <u>Benefits for Present Retirees</u> - \$12 (\$10) per month per year of service. <u>Supplemental Benefit</u> - \$7 (\$4.50) per month per year of service. <u>Survivor Benefit</u> - \$250 (\$150) per month.
Paid Educational Leave Allowance (new):	1¢ per hour per employee.

Mack Canada Inc., Oakville Assembly Plant at Oakville - Local 717, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from August 26, 1980 to August 25, 1982, covering 223 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Aug.26/80	Aug.26/81
General Increases		33¢	32¢
Tool Crib Attendant		\$9.21-\$9.43 (\$8.88-\$9.10)	\$9.53-\$9.75
Maintenance Electrician		\$10.28-\$10.50 (\$9.95-\$10.17)	\$10.60-\$10.82

Maximum rates are reached upon completion of probationary period of 60 work days.

Cost of Living Allowance:	85¢ generated under the previous agreement will continue to float.
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1¢ per 0.36 (0.4) point change in the Consumer Price Index - 1971=100. Adjusted quarterly.

Shift Premium: 0-60¢-65¢ (0-50¢-55¢).

Paid Vacation: Effective August 26, 1981, 2 weeks at 6% (5.5%) after 1 year service, 2 weeks at 7% (6.5%) after 2 years, 3 weeks at 9.5% (9%) after 5 years, 3.5 weeks at 10.5% (10%) after 10 years, 4 weeks at 11.5% (11%) after 12 years, 5 weeks at 12.5% (12%) after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$14,000) coverage.

Weekly Indemnity - Benefits increase 66.6% of weekly earnings a maximum of \$210 (\$160) per week. Payable on a 1-1-52 basis

Pension Plan: Employer contributes 30¢ (25¢) per hour. Effective August 26 1981, 35¢ per hour.

Safety Shoe Allowance: \$50 (\$45) maximum annually. Effective August 26, 1981, \$55 maximum.

Bendix Heavy Vehicle Systems Inc. at London - Local 27, Auto Workers (CLC): Two month renewal agreement effective from August 24, 1980 to September 16, 1983, covering 374 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages: Effective Aug. 24/80 Aug. 24/81 Aug. 24/82

General Increases:

Production Employees 56¢ per hour 25¢ per hour 25¢ per hour

Office Employees \$22.40 per week \$10 per week \$10 per week

COLA Fold-in \$1.50

Production Employees

General Assembler \$8.69-\$8.99 (\$6.63-\$6.93) \$8.94-\$9.24 \$9.19-\$9.44

Maintenance-Skilled \$9.84-\$10.14 (\$7.78-\$8.08) \$10.09-\$10.39 \$10.34-\$10.64

Office Employees

Grade 1, General Clerk \$301.20-\$312.00 (\$218.80-\$229.60) \$311.20-\$322.00 \$321.20-\$332.00

Grade 8 (7) Quality Technician \$361.20-\$391.20 (\$278.80-\$308.80) \$371.20-\$401.20 \$381.20-\$411.20

Probationary period is 45 days of work or 360 hours of work, whichever is less. Maximum rates for General Assembler and Maintenance Skilled are reached after two 45-day increases and one 90-day increase. Maximum rate for General Clerk is reached after three 6-month increases and for Quality Technician after four 6-month increases.

Cost of Living Allowance: 1¢ per 0.3 (0.4) point change in the Consumer Price Index - 1971 (1961)=100. Adjusted quarterly.

Shift Premium: 0-25¢-25¢ (0-18¢-18¢).

Paid Vacation: 4 weeks at 8% after 12 years' service (new).

Bereavement Leave: Grandchildren are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective November 11, 1980, \$10,000 (\$9,000) coverage. Effective September 1, 1981, \$11,000.

A.D. & D. - Effective November 11, 1980, \$6,500 (\$5,500) coverage. Effective September 1, 1982, \$7,500.

Weekly Indemnity - Effective January 1, 1981, benefit increases to \$189 (\$160) per week. Effective September 1, 1981, \$190. Effective September 1, 1982, \$200.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in the second and third years, the current ODA fee schedule.

Pension Plan: Effective in 1981, \$8.50 (\$7.50) per month per year of service. Effective in 1982, \$9.50.

S.K.D. Manufacturing Co. Limited at Amherstburg - Local 89, Auto Workers (CLC): A 36-month renewal agreement effective from December 5, 1980 to December 4, 1983 covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 5/80</u>	<u>Dec. 5/81</u>	<u>Dec. 5/82</u>
General Increases		30¢	30¢	30¢
Skilled Trades Adjustment		10¢	10¢	10¢
COLA Fold-in		\$1.70		
Grade 16 (includes General Help)	\$9.70-\$9.90 (\$7.70-\$7.90)	\$10.00-\$10.20	\$10.30-\$10.50	
Grade 3 (includes Tool and Die Maker)	\$11.26-\$11.46 (\$9.16-\$9.36)	\$11.66-\$11.86	\$12.06-\$12.26	

Probationary period is 45 calendar days. Maximum rates are reached after 6 months.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-25¢-36¢ (0-21¢-30¢).

Paid Holidays: Easter Monday and Employee's birthday are added for a total of 2 days.

Paid Vacation: 3 weeks after 4 (5) years' service, 4 weeks after 9 (10) years' service, 5 weeks plus 1 day (new) after 17 years and 5 weeks plus 3 days after 24 years.

Health and Welfare: Life Insurance - \$14,000 (\$12,000) coverage. Effective December 5, 1981, \$15,000.

A.D. & D. - \$10,000 (\$8,000) coverage.

Weekly Indemnity - Benefits increase to \$200 (\$175) per week payable on a 1-4-52 basis. Effective December 5, 1981, \$220 per week. Effective December 5, 1982, \$240 per week.

Dental Plan - Orthodontic coverage is added with a \$800 annual maximum.

Extended Health Care - Coverage changed to Green Shield C-4 (C).

Pension Plan: Basic Benefit - \$12 (\$11) per month per year of service. Effective December 5, 1981, \$13. Effective December 5, 1982, \$14 per month.

Current Retirees - \$9 (\$7) per month of service.

Survivor Option (new) - 50% of basic benefit.

Life Insurance for Retirees - \$2,500 (\$1,000) coverage.

Extended Health Care and Dental Plan (new): Employer pays 100% of premium costs to provide coverage to retirees.

Safety Shoe Allowance: \$30 (\$25) maximum annually. Effective December 5, 1981, \$35 annually. Effective December 5, 1982, \$40.

Tool Allowance: \$300 (\$250) to each apprentice.

ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at Hamilton - Local 555, Electrical Workers (UE) (CLC)
(office and clerical employees): A 22-month renewal agreement effective from November 24, 1980 to September 21, 1982, covering 270 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 24/80	Mar. 22/81
	Increases	9.5%	\$4.69-\$5.00

	<u>Nov. 24/80</u>	<u>Mar. 22/81</u>
Level 301 (includes File Clerk)	\$206.21-\$216.24 (\$188.32-\$197.48)	\$210.90-\$220.93
Level 417 (includes Senior Production Controller)	\$367.62-\$410.04 (\$335.73-\$374.47)	\$372.62-\$415.04
Effective	<u>Sept. 22/81</u>	<u>Mar. 22/82</u>
Increases	\$23.44-\$25	\$3.75-\$4.00
Level 301 (includes File Clerk)	\$234.34-\$244.37	\$238.09-\$248.12
Level 417 (includes Senior Production Controller)	\$397.62-\$440.04	\$401.62-\$444.04

Probationary period is 90 (120) continuous working days for levels 1-7 inclusive and 120 days (unchanged) for Levels 8-17. Maximum rates for File Clerk are reached after 18 months for Senior Production Controller after 36 months.

Shift Premium: 0-\$2.25-\$2.25 (0-\$1.50-\$1.50) per shift for employees working 37.5 hours per week. Effective September 22, 1981, 0-\$2.63-\$2.63.

0-\$2.40-\$2.40 (0-\$1.60-\$1.60) per shift for employees working 40 hours per week. Effective September 22, 1981, 0-\$2.80-\$2.80.

Call Back Pay (new): Minimum of 3 hours pay.

Vacation Pay: Based on total earnings (straight time earnings) for work performed during the previous year.

MISCELLANEOUS MANUFACTURING

Kodak Canada Inc. at Brampton and Toronto - Employees' Association (Ind.) (1,275 production and distribution employees): A 24-month renewal agreement effective from November 7, 1980 to November 6, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 10/80</u>	<u>Nov. 9/81</u>
	Increases	\$1.00-\$1.72 (average 13.4%)	90¢-\$1.55 (average 10.6%)

	<u>Nov. 10/80</u>	<u>Nov. 9/81</u>
Cleaner	\$8.06 (\$7.06)	\$8.96
Tradesman (includes Electrician)	\$11.84 (\$10.41)	\$13.17
Electrical-Mechanical Technician	\$13.52 (\$11.80)	\$15.07
Previous rates shown in brackets reflect an unscheduled adjustment made during the last agreement.		
Hours of Work:	40 per week (unchanged).	
Shift Premium:	Effective November 10, 1980, a night work allowance of 55¢ (50¢ per hour for all hours worked between 7 p.m. and 7 a.m. Effective November 9, 1981, 60¢.	
Paid Holidays:	Unchanged at 12 days, except 1 non-recurring holiday is added 1980 for the Christmas week shutdown.	
Personal Paid Leave (new):	Effective in the second year, up to 8 hours for personal reasons such as medical or dental appointments.	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 15 years, 5 weeks after 25 years and 6 weeks after 35 years (all unchanged).	
Safety Shoe Allowance:	\$38 (\$28) one-time allowance. \$19 (\$14) per year maintenance allowance.	

FORESTRY

Abitibi-Price Inc. (Lakehead Woodlands Division - 550 employees, Iroquois Falls Woodlands Division - 600 employees, and White River Woods Division - 250 employees) - Lumber and Sawmill Workers' Union Locals 2693 and 2995, Carpenters (AFL-CIO/CLC): Three 24-month renewal agreements effective from September 1, 1980 to August 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
General Increases			
Hourly Rated		\$1.37	9.5%
Pieceworkers*		11%	9%
Adjustment (Class "A" Tradesman and up)		38¢	
General Labourer (Hourly rated)		\$10.01 (\$8.64)	\$10.96

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Class "A" Trades	\$12.23 (\$10.48)	\$13.39

*The increase on piecework rates will also apply to cutting bonus, poor bush bonus, and walking and riding time paid on a per cord basis.

Hours of Work:	40 per week (unchanged).
Shift Premiums:	0-29¢-32¢ (0-27¢-30¢). Effective September 1, 1981, 0-32¢-35¢.
Work Location Premium:	40¢ (35¢) per hour for tradesmen and helpers assigned to work in a bush garage, away from a main camp or central garage, or in the yard of a main camp or central garage.
Paid Holidays:	10 plus 2 floating holidays for employees with at least 120 days seniority (unchanged).
Paid Vacation:	4 weeks after 2,000 (2,400) days worked. Also 2 weeks if less than 1,000 days worked, 3 weeks after 1,000 days, 5 weeks after 4,400 days and 6 weeks after 5,400 days (all unchanged). Effective September 1, 1981, 2 weeks if less than 800 days worked, 3 weeks after 800 days and 5 weeks after 4,000 days. <u>Pre-retirement Vacation</u> - 1 to 5 weeks for employees aged 60 to 64 respectively given as a bonus to regular vacation entitlement. Employee must have at least 5,000 days of seniority.
Court Leave (new):	Employees subpoenaed as a witness for the Crown will be covered by the provisions of the Jury Duty Clause.
Health and Welfare:	<u>Medical, Surgical, Drug and Hospital Care Plans</u> - Employer contributes \$23.13 (\$21.09) per month for single employees and \$47.27 (\$42.63) for married employees. <u>Life Insurance</u> - \$24,000 (\$20,000) coverage. <u>Weekly Indemnity</u> - Effective December 1, 1980, 70% of weekly earnings to a maximum of \$250 (\$210). Effective September 1, 1981, maximum of \$275. Payable on a 1-3-52 basis. <u>Long Term Disability</u> - 50% of monthly earnings to a maximum of \$1,300 (\$800). Increase applies to employees who commence weekly indemnity claims December 1, 1980 or later. <u>Dental Plan</u> - Effective December 1, 1980, payments to be based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 fee schedule.
Commuter Allowance:	\$5.60 (\$5.09) per day. Effective September 1, 1981, \$6.16.
Inter-camp Travel Allowance:	24¢ (22¢) per mile for employees using their own vehicles. Effective September 1, 1981, 27¢.

Travel Allowance: Effective December 1, 1980, \$1.80 to \$12.48 (\$1.50 to \$10.40) according to camp location. Effective September 1, 1981, \$2. to \$14.35. The allowance for weekend travel to place of residence applies only to Iroquois Falls and Lakehead Woodland.

Fire and Theft Insurance: Effective December 1, 1980, \$2,000 (\$1,500) maximum coverage, employer paid, against loss by fire or employee's personal belongings and loss by fire or theft of employee-owned power saws. Coverage also provided for tradesmen's tools.

Protective Clothing Subsidy: Employer will sell to employees safety pants at \$6 (\$5.50), safety boots at \$8 (\$5.50) and safety gloves at \$5 (\$3.50) below invoice price.

Power Saw Rentals: A day worker will be paid \$8 (\$7.25) or \$9 (\$8.25) per day, depending on type of operation. Effective September 1, 1981, \$8.50 or \$9.50, respectively.

Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Division) at Long Lac - Lumber and Sawmill Workers' Union, Local 2693, Carpenters (AFL-CIO/CLC) (930 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Except where noted, the following provisions are similar to those in the Abitibi/Lumber and Sawmill agreement reported on page 5.

Wage increases
Wage rates
Hours of work
Shift premiums
Paid holidays
Paid vacation
Health and welfare*
Court leave
Work location premium
Fire and theft insurance
Protective clothing subsidy
Inter-camp travel allowance
Power saw rental

*Life Insurance - Employee pays 36¢ (42¢) per \$1,000 of coverage

*Long Term Disability - Effective December 1, 1980, 50% of monthly earnings to a maximum of \$1,200 (\$800). Effective September 1, 1981, \$1,400.

Spruce Falls Power and Paper Company Ltd. at Kapuskasing - Lumber and Sawmill Workers' Union, Local 2995 Carpenters (AFL-CIO/CLC) (600 employees): A 24-month renewal agreement effective September 1, 1980 to August 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Except where noted, the following provisions are similar to those in the Abitibi/Lumber and Sawmill agreement reported on page 550.

Wages increases
Wage rates
Hours of work
Shift premiums
Paid holidays
Paid vacation
Health and welfare*
Court leave
Work location premium
Fire and theft insurance
Protective clothing subsidy
Inter-camp travel allowance
Power saw rental

*Life Insurance - Employee pays 36¢ (42¢) per \$1,000 of coverage.

TRANSPORTATION

London Transit Commission, formerly London Transportation Commission - Division 741,

Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, covering 340 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	July 1/80	July 1/81
	COLA Fold-in	10¢	
	General Increases	10.5%	2.5%
	Bus Operator	\$8.80 (\$7.86)	\$9.02
	Mechanic	\$9.38 (\$8.39)	\$9.62
Cost of Living Allowance:	Effective July 1981, 1¢ per 0.25 change in the Consumer Price Index - 1971=100, above the May 1981 index (the base figure 201.365). Adjusted quarterly.		
Instruction Premium:	Effective November 30, 1980, 20¢ per hour for mechanics instructing mechanics on bench work and for other garage instruction; 35¢ per hour for journeymen instructing and/or supervising apprentices(new).		
Responsibility Premium:	Effective November 30, 1980, 50¢ (30¢) per hour to shop foreman in charge of any shift.		
Testing Premium:	Effective November 30, 1980, 25¢ (10¢) per hour for operators supervising the testing of applicants.		

Standby Pay: Effective November 13, 1980, minimum 4 hours at half-time if work is received or 2 hours if work is received, for operators standby (new).

Holiday Pay: Effective November 13, 1980, employee receives pay if evidence medical treatment is produced as a result of being off sick on the last or first scheduled working day before or after the holiday (new).

Bereavement Leave: Effective November 13, 1980, stepfather, stepmother, stepdaughter and stepson are added for up to 2 days' paid leave. One day's paid leave to act as pallbearer for a current, retired or former employee receiving long-term disability payment (new).

Crown Witness Pay: Effective November 13, 1980, employee receives payment when serving on regular days off (new).

Health and Welfare: Medical Examinations - Effective November 13, 1980, employer pays up to \$35 every 3 years, as required by the Ministry of Transportation and Communications for licences (new).

Dental Plan (new) - Effective July 1, 1981, employer pays 100% current premium costs for a plan equivalent to Blue Cross Dental Plan #7. Payments are based on the 1980 Ontario Dental Association fee schedule.

Pension Plan: Future Service - Effective January 1, 1981, employer pays 100% the cost of increasing benefit by 5%. A joint pension committee to be established to examine the basis of pension benefit with a view to making a more favourable structure as of January 1, 1981, with resulting costs to be 50% paid by employer and any recommendation to be subject to ratification (new).

Boot Allowance: Employer contributes \$75 every 2 years for winter boots for inspectors (previously supplied).

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees' Association (Ind.) (17,000 clerical and associated employees): A 12-month renewal agreement effective December 1, 1980 to November 30, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/80</u>
	General Increase	10.2%
	<u>Weekly Rates</u>	
	Zone 1, Montreal Que., Windsor and Toronto, Ont.	
	Clerk Grade 5	\$197.75-\$267.75 (\$179.50-\$243.00)

Dec. 1/80

Layout Artist \$225.00-\$333.50
 (\$204.25-\$302.75)

Wage Scale Adjustments - Effective July 26, 1981

<u>Clerical</u>	Zone 1, Grade 6 - \$5.75 per week; Grades 7, 8 & 9 - \$7. Zone 2, Grades 6 - \$5.50 per week; Grades 7, 8 & 9 - \$6.75.
<u>Associated</u>	Zone 1, Schedule 5 - \$5.75 per week; Schedules 6, 7, 8 & 15 - \$7. Zone 2, Schedule 5 - \$5.50 per week; Schedules 6, 7, 8, 15 & 16 - \$6.75.

Wage Zones - Effective September 6, 1981, zoning eliminated.

Hours of Work: 36 per week average (unchanged).

Overtime: Paid after 9 (20) minutes worked.

Paid Holidays: 11 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks* after 3 years, 4 weeks* after 12 years, 5 weeks* after 21 years and 5 weeks after 25 years (all unchanged). (*A minimum of 1 week must be taken during the period October through May.) Effective in 1981, 6 weeks after 30 years (new).

Job Evaluation: Special Joint Committee to review Plan and report to a Company level Consultative Meeting by August 30, 1981.

Leave for Union Business (new): Up to 3 days' paid leave per District Chairman, to a total maximum of 125 days for all Chairmen, to attend pre-bargaining meetings held by the Association.

Number of Employee Representatives: Maximum 400 (300).

RETAIL TRADE

Dominion Stores Ltd. at Windsor and Amherstburg - Locals 14045 and 14974, Steelworkers (AFL-CIO/CLC) (650 full- and part-time employees): A 21-month renewal agreement effective from November 2, 1980 to July 31, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Aug. 21/81</u>
General Increases*			
	Full-time Employees	\$35/week	\$30/week
	Part-time Employees	65¢/hour	65¢/hour

	<u>Aug. 1/80</u>	<u>Aug. 21/81</u>
Adjustment (Dept. Managers and Store Bookkeepers)	\$4/week	
<u>Maximum Weekly Rates**</u> (Full-time)		
Clerk "A" (30 months)	\$336.40 (\$301.40)	\$366.40
Meat Chief Clerk (12 months)	\$397.40 (\$362.40)	\$427.40

*Increases shown apply to existing employees. Clerks "A" and "Porters and part-time employees hired after ratification will be placed on a separate schedule established by applying 50% of the general increases to the previous start rates and prorating up to 100% on the top rates.

**Maximum weekly rates for employees hired after October 15, 1977 are \$6.45 less than those shown here for employees hired prior to that date.

Cost of Living
Allowance
(Full-time)(new):

4 quarterly payments during each year of the agreement - \$39 per quarter in the first year and \$91 per quarter in the second.

Hours of Work:

Full-time employees - Effective August 3, 1981, 37 (38) per week

Part-time employees - Varies according to length of service. Employees with 5 or more years of continuous service will be scheduled for a minimum of 20 hours; those with less than 1 year of continuous service will be scheduled for a minimum of 8 hours if scheduled at all. Schedules are followed if work for which the employee is capable and willing to perform, is available. If sufficient work is not available within a department, allocation is by seniority. (New.) (Previously, more emphasis placed on full-time/part-time ratio.)

Shift Premium:

0-65¢-65¢ (0-50¢-50¢).

Christmas Bonus
(Part-time):

\$15 (\$10) for those with 6 months of service and \$25 (\$20) for those with 1 or more years of service.

Evening Store
Hour Bonus
(Full-time):

\$1.75 (\$1.50) per week if required to work until 8 p.m.; \$2 (\$1.75) for 8:30 p.m.; \$2.25 (\$2) for 9 p.m.; and \$3.25 (\$3) for 10 p.m.

Other Premiums:

In charge of a night shift - 60¢ (40¢) per hour.

Part-time employees working over night - 65¢ (50¢) per hour.

Paid Holidays:

Full-time employees - 10 plus Remembrance Day if generally observed by the area retail trade (unchanged).

Part-time employees - 9. Holiday pay equals hourly rate times the average number of hours worked per day during the 4 previous weeks.

Paid Vacation (Full-time): 4 weeks after 9 (10) years' service. Also 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 16 years and 6 weeks after 25 years (all unchanged).

Bereavement Leave (Full-time): 1 day in the event of death of a grandchild (new).

Pregnancy Leave (Full-time): Seniority accumulates during all pregnancy leaves. (Previously, accumulated only during the first leave.)

Health and Welfare (Full-time): Life Insurance During Retirement - \$2,500 (unchanged) if retired before January 1, 1981. \$3,000 (new) if retires on or after January 1, 1981. \$3,500 if retires on or after January 1, 1982. Must have 20 years of service.

Long Term Disability - 10% increase in benefits received after January 1, 1981 if recipient had been receiving benefits on date of ratification for a period of 2 years.

Dental Plan - Effective January 1, 1981, payments to be based on the 1980 (1978) Ontario Dental Association fee schedule. Orthodontic coverage is extended to Local 14974 employees.

Optical Benefit (Local 14045) - Effective January 1, 1981, \$60 (\$40) every 2 years.

Chronic Care Benefit (Local 14045) (new) - Effective January 1, 1981, provides up to \$10 per day coverage.

Alcohol/Drug Program (new) - Provides for eligibility for group insurance benefits, including weekly indemnity, while undergoing recommended treatment.

Steinberg Inc., (Miracle Food Mart Division) at Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from November 3, 1980 to November 1, 1982, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 3/80	Nov. 2/81
Increases		\$1.31-\$1.35 for Full-time empls., 65¢ for Part-time empls.	\$1.42-\$1.45 for Full-time empls., 65¢ for Part-time empls.
General Warehouseman/ Woman		\$10.73 (\$9.40)	\$12.15
Meat Cutter/ Selector		\$10.88 (\$9.57)	\$12.31

	<u>Nov. 3/80</u>	<u>Nov. 2/81</u>
Electrician	\$11.39 (\$10.04)	\$12.84
Hours of Work:	38.75 (40) hours per week. Effective November 2, 1981, 37.5 hours.	
Shift Premium:	0-45¢-50¢ (0-35¢-40¢).	
Freezer Bonus:	60¢ (40¢) per hour.	
Paid Vacation:	Effective June 1981, 4 weeks after 9 (10) years' service.	
Vacation Bonus (new):	10 hours for each week of vacation to a maximum of 40 hours annually.	
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$10,000) coverage. <u>A.D. & D.</u> - \$15,000 (\$8,000) coverage. <u>Long-term Disability</u> - Benefits increase to 70% (65%) of employees' base pay. <u>Major Medical</u> - 90%/10% (80%/20%) co-insurance. Deductible of \$10 single and \$20 family. (Previously \$25 deductible.) <u>Dental Plan</u> - Based on the current Ontario Dental Association schedule. (Previously, the 1977 ODA fee schedule). <u>Optical Plan</u> - \$100 (\$50) every 2 years for prescription glasses and \$300 (\$200) every 2 years for prescription contact lenses.	
Meal Allowance:	\$4 (\$3.50).	
Tool Allowance:	\$80 (\$60) annually for tradesmen.	

Thunder Bay Grocery Stores - Local 409, Food and Commercial Workers (AFL-CIO/CLC):
 22-month renewal agreement effective from November 3, 1980 to August 31, 1982, covering 484 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.
 Previous agreement expired August 31, 1980.

Wages:	<u>Nov. 3/80</u>	<u>Aug. 31/81</u>
<u>Increases</u>		
Full-time*	52¢-\$1.04	41¢-81¢
<u>Full-time</u>		
Clerk "A"	\$5.52-\$8.62 (\$5.00-\$7.58)	\$5.93-\$9.43
Cutter	\$7.12-\$9.87 (\$6.08-\$8.83)	\$7.93-\$10.68

Probationary period is 30 calendar days. Maximum rate for Clerk "A" is reached after 24 months and for Cutter after 36 months.

*Wage increases shown are prorated from 50% for start rates to 100% for top rates.

Retroactive Pay:	92¢ per hour for regular full-time employees and 65¢ for parttime employees for all hours worked from September 1, 1980 to November 1, 1980.
Cost of Living Allowance (Full-time) (new):	4 quarterly payments of \$39 each in the first year and \$91 quarterly in the second year.
Shift Premium:	0-60¢-60¢ (0-50¢-50¢). Effective August 31, 1981, 0-65¢-65¢.
Night Stocking Lead Hand Premium:	35¢ (30¢) per hour. Effective August 31, 1981, 40¢ per hour.
Temporary Allowance:	Effective August 31, 1981, 90¢ (75¢) for replacing Store Manager for more than one day.
Paid Vacation:	Effective in 1981, 5 weeks after 17 (18) years' service. Effective in 1982, 5 weeks after 16 years.

Steinberg Inc. (Miracle Mart Division) at Toronto and other centres in Ontario except the eastern counties - Local 175, Food and Commercial Workers, formerly Local 725, Canadian Food Workers of the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL-CIO/CLC) (550 full- and part-time retail employees): A 24-month renewal agreement effective from August 1, 1980 to July 31, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Aug. 21/81</u>
General Increases			
	Full-time	\$17/week	\$17.50/week
	Part-time	43.5¢/hour	45¢/hour
<u>Weekly Rates</u> <u>(Full-time Employees)</u>			
	Clerk (after 30 months)	\$238.725 (\$221.725)	\$256.225
	Clerk 1 (after 18 months)	\$267.725 (\$250.725)	\$285.225
<u>Part-time Employees</u>			
	Clerk (after 30 months)	\$5.377 (\$4.915)	\$5.827

Hours of Work (Full-time):	Effective June 7, 1982, 38 (39) per week.
Paid Holidays:	<p>Full-time employees - 10 days, plus Heritage Day if proclaimed statute (unchanged).</p> <p>Part-time employees - 9 statutory holidays plus Heritage Day proclaimed. Holiday pay is provided in accordance with provincial employment statutes. (unchanged.)</p>
Paid Vacation:	<p>Full-time employees - 4 weeks after 9 (10) years. Also 2 week after 1 year, 3 weeks after 5 years, 5 weeks after 16 years and weeks after 25 years (all unchanged).</p> <p>Part-time employees - 8% vacation pay for employees with 10 ye of service (new). Also 6% for 5 years of service and provinci employment statutory provisions for less than 5 years of servi (both unchanged).</p>
Christmas Bonus (Part-time):	\$60 for employees with 7 or more years of service as of Decemb 15 each year (new). Also \$10 after 6 months, \$20 after 1 year and \$50 after 5 (all unchanged).
Health and Welfare:	Effective January 1, 1981, employer will contribute an additio 3¢ per compensated hour for insurance benefits.
Supper Allowance:	\$2.75 (\$2.50) and 1 hour off without pay for employees require to work during evening hours.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1979 to August 31, 1982, covering 220 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 23 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80	Sept. 1/81
General Increases		8.4%	9.2%	9.75%
Teacher - Category I (0-11 years)	\$13,675-\$23,687 (\$12,615-\$21,851)	\$14,933-\$25,866	\$16,389-\$28,3	
Teacher - Category IV (0-11 years)	\$16,360-\$29,919 (\$15,092-\$27,600)	\$17,865-\$32,672	\$19,607-\$35,8	
Principals "A" Schools- 600(900) or more students	\$38,824-\$41,358 (\$35,816-\$38,154)	\$42,395-\$45,162	\$45,587-\$48,3	

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
"B" Schools- less than 600 (900) students	\$37,328-\$39,861 (\$34,435-\$36,773)	\$40,762-\$43,528	\$43,954-\$46,720
<u>Vice-Principals</u>	\$35,368-\$36,636 (\$32,628-\$33,797)	\$38,622-\$40,007	\$41,814-\$43,199
Cost of Living Allowance (new):	\$40 for each half-percent rise in the Consumer Price Index above 10.25% between June 30, 1981 and June 30, 1982, for teachers in Category IV maximum, principals and vice principals. Capped at \$80. All other teachers receive a payment on a pro-rated basis.		
Responsibility Allowances:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Co-ordinators-county responsibility	\$6,937(\$6,483)	\$7,506
	Supervisors-county responsibility	\$6,369(\$5,952)	\$6,891
	Director	\$2,550(\$2,400)	\$2,700
	Major Department Head	\$2,350(\$2,200)	\$2,500
	Department Head	\$1,950(\$1,800)	\$2,100
	Minor Department Head	\$1,450(\$1,300)	\$1,600
	Subject Chairman	\$1,150(\$1,000)	\$1,300
	Administrative Assistant	\$1,450 (new)	\$1,600
Health and Welfare:	<u>Life Insurance, OHIP, Extended Health Care and Long Term Disability Plans</u> - Effective November 27, 1980, employer pays 85% (75%) of premium costs. Effective September 1, 1981, employer pays 90% of premium costs.		
Professional Development Fund (new):	Employer contributes \$10,000 in 1981 and 1982.		
Federation Leave (new):	10 days' paid leave per school year for the chairman, or his designate and the president or his designate.		
Surplus and Redundancy Clause (new):	A retention grid has been established in declaring teachers surplus, based upon teaching experience, professional and academic qualifications, OSSTF certification and type of contract. Vacancies are offered first to the surplus teacher with the highest score provided the teacher is qualified for the position.		
<u>Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,350 employees):</u> A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.			
Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	General Increases	9.8%	9.8%

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
<u>Annual Rates</u>		
Teacher - Group 1 0-5 years	\$12,407-\$17,071 (\$11,300-\$15,547)	\$13,623-\$18,744
Teacher - Group 4 0-11 years	\$16,150-\$26,767 (\$14,709-\$24,378)	\$17,733-\$29,390
Teacher - Group 7 0-11 years	\$18,884-\$33,411 (\$17,199-\$30,429)	\$20,735-\$36,685
<u>Principals</u>		
Under 18 teachers 0-3 years	\$35,416-\$37,420 (\$31,307-\$34,314)	\$38,886-\$41,087
18 or more teachers 0-3 years	\$36,752-\$39,425 (\$33,670-\$36,140)	\$40,353-\$43,288
<u>Vice-Principals</u>		
Schools with less than 18 teachers	\$300 (\$250) per classroom	
Schools with 18 or more teachers; 0-2 years	\$2,185-\$3,385 (\$2,010-\$3,210)	
<u>Consultants</u> 0-2 years	\$2,185-\$3,385 (\$2,010-\$3,210)	
Special Education Allowance:	\$400 (\$350)	
Extra Degree:	First extra degree - \$700 (\$650) Second extra degree - \$450 (\$400).	
Health and Welfare:	Dental Plan - Effective January 1, 1981, payments to be based on the 1979 (1977) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 fee schedule.	
Maternity Leave:	Maximum period of leave is 2 years (1 year).	
Pupil Teacher Ratio:	Effective September 1, 1981 - 22.0:1 (23.0:1).	

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Inc. (930 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase (Teachers' Grid)	8.5%
	Teacher - Level 1 0-6 years	\$12,459-\$17,808 (\$11,483-\$16,413)
	Teacher - Level 4 0-10 years	\$16,028-\$26,853 (\$14,772-\$24,749)
	Teacher - Level 7 0-11 years	\$19,280-\$33,887 (\$17,770-\$31,232)

Cost of Living Provision: Deleted.

Responsibility Allowances: Principals
 Group A, 1-13 teaching areas - \$5,224 (16.24% of maximum of Level 7) plus 3 increments of \$572 (unchanged).
 Group B, 14 or more teaching areas - \$7,314 (22.736% of maximum of Level 7) plus 3 increments of \$572 (unchanged).

Vice-Principals - \$2,090 (6.496% of maximum of Level 7) plus 3 increments of \$572 (unchanged).

Consultants - Maximum of Level 7 salary (unchanged) plus an allowance of \$4,962 (15.426% of maximum of Level 7) plus 3 increments of \$572 (unchanged).

Health and Welfare: Life Insurance - The amount of additional optional coverage that may be purchased by the employee has been increased to \$150,000 (\$100,000).

Staffing Allotment: The Board will employ 2 teachers over and above staffing allotment.

Release Time from Classroom Duties: Up to 40 (20) days per year per president of each of the unions.

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and L'Association des Enseignants Franco-Ontariens (Ind.) (900 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/80</u>
	General Increase	9.24%
	Teacher - Category D 0-5 years	\$11,715-\$16,140 (\$10,725-\$14,775)

Sept. 1/80

Teacher - Category A1 \$15,157-\$26,365
0-12 years (\$13,875-\$24,135)

Teacher - Category A4 \$19,008-\$33,100
0-12 years (\$17,400-\$30,300)

Responsibility
Allowances:

Principals

Group 1 (1-120 students) - \$5,184 (\$4,800) maximum allowance
Group 2 (121-350 students) - \$6,914 (\$6,400) maximum allowance
Group 3 (351 or more students) - \$7,776 (\$7,200) maximum allowance.

Vice-Principals - \$1,944-\$3,672 (\$1,800-\$3,400)
0-4 years

Consultants - \$3,132-\$6,102 (\$2,900-\$5,650)
0-6 years

North York City Board of Education - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens, Niveau Secondaire (Ind.) (2,380 employees): Final resolution of monetary matters affecting the third year of a three year agreement, reported on pages 148 and 149 of the March 1980 Collective Bargaining Settlements Report, was reached by negotiations between the parties and rendered by the arbitrator as part of his award. The agreement terminates August 31, 1981.

Wages:

Effective Sept. 1/80

Average Increase 9.7%

Teacher - Group I \$15,596-\$26,844
0-10 years (\$14,146-\$24,348)

Teacher - Group IV \$18,746-\$33,443
0-10 years (\$17,003-\$30,334)

Vice-Principals

Junior High Schools \$34,784-\$38,070
0-3 years (\$31,823-\$34,843)

Secondary Schools \$36,426-\$39,710
0-3 years (\$33,332-\$36,351)

Principals

Junior High Schools \$40,224-\$43,507
0-3 years (\$36,823-\$39,841)

Secondary Schools \$42,035-\$45,315
0-3 years (\$38,488-\$41,503)

Co-ordinators

12 month term	Same as principals of junior high schools.
10 month term	Same as vice-principals of secondary schools.

Cost of Living Allowance: As reported in the March issue of the Collective Bargaining Settlements Report.

Responsibility	Major Head	\$2,731	(\$2,491)
Allowance:	Minor Head	\$1,453	(\$1,325)
	Assistant Head	\$1,336	(\$1,219)
	Consultant	\$3,080	(\$2,809)
	Co-ordinating Chairman	\$2,615	(\$2,385)
	Major Chairman	\$2,180	(\$1,988)
	Minor Chairman	\$1,453	(\$1,325)
	Assistant Chairman	\$581	(\$530)
	Program Leader	\$2,731	(\$1,431)
	Technical Director	\$2,731	(\$2,491)

Special	Elementary Certificate	- \$465 (\$424) per school year.
Education	<u>Specialist Certificate</u>	- \$902 (\$822) per school year.
Teacher		
Allowance:		

Health and Welfare: Life Insurance - \$120,000 (\$100,000) maximum. Board continues to pay premiums for the first \$25,000 of coverage. The employee pays the premiums for any additional coverage elected.

Eyeglasses - Maximum of \$75 (unchanged) every 2 years. If contact lenses are prescribed for medical rather than cosmetic reasons, the maximum is \$150 (new).

Dental Plan - Effective January 1, 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule.

Tuition Fees: Employer pays up to \$1,000 (\$800) of approved tuition fees.

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,240 employees): Wage increase for the second year of the 24-month agreement effective September 1, 1979 to August 31, 1981, reported on page 82 of the February 1980, Collective Bargaining Settlements Report.

Wages:	Effective	<u>Sept. 1/80*</u>
	General Increase	11.46%
	Teacher - Category I 0-6 years	\$10,926-\$16,048 (\$9,803-\$14,398)
	Teacher - Category IV 0-11 years	\$15,757-\$26,966 (\$14,137-\$24,194)
	Teacher - Category VII 0-11 years	\$19,288-\$34,226 (\$17,305-\$30,707)

Sept. 1/80*

Principals

Schools with 8 to 15 teachers; 0-4 years	\$37,447-\$40,638 (\$33,333-\$36,173)
Schools with 16 or more teachers; 0-4 years	\$38,782-\$42,009 (\$34,521-\$37,393)

Responsibility Allowance:	Principals of schools with 1 to 7 teachers	Grid salary plus an allowance of \$917 (\$833) per equivalent full time teacher, to a total maximum of \$38,958 (\$34,953)
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*As determined in the 1980 Hay Management Compensation Comparison Study.

Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (950 employees): Wage increase for the second year of 24-month agreement effective September 1, 1979 to August 31, 1981, reported on page 720 of the December 1979, Collective Bargaining Settlements Report.

Wages:	Effective	<u>Sept. 1/80*</u>
	General Increase	11.46%
	Teacher - Category IV 0-11 years	\$15,791-\$27,025 (\$14,167-\$24,247)
	Teacher - Category VII 0-11 years	\$19,329-\$34,300 (\$17,342-\$30,774)
	Vice-Principal 0-3 years	\$38,501-\$41,091 (\$34,543-\$36,867)
	Principal	\$44,760-\$48,245 (\$39,842-\$42,944)

*As determined in the 1980 Hay Management Compensation Comparison Study.

McMaster University at Hamilton -Local 532, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct.1/80</u>	<u>June 20/81</u>	<u>Feb. 27/82</u>
	General Increases	10%	5%	7%
	Custodian	\$6.17 (\$5.61)	\$6.48	\$6.93
	Electrician	\$9.14 (\$8.31)	\$9.60	\$10.27

Shift Premium: 0-25¢-25¢(0-20¢-20¢).

Bereavement Leave: One day's paid leave to attend funeral of daughter-in-law and son-in-law.

Paid Vacation: 5 weeks after 20 (23) years' service.

Health and Welfare: Dental Plan (new): Effective October 1, 1981, employer pays 50% of premium costs for Blue Cross #9 plan. Payments are based on the 1980 Ontario Dental Association fee schedule.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 298 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan.1/80</u>	<u>July 1/80</u>
	General Increases	7%	2%
	C1A (includes Clerk Typist)	\$11,545.76-\$12,907.95 (\$10,790.43-\$12,063.50)	\$11,776.68-\$13,166.11
	L3A (includes Systems Librarian)	\$23,396.52-\$27,010.64 (\$21,865.91-\$25,243.59)	\$23,864.45-\$27,550.85
	Effective	<u>Nov.1/80</u>	
	General Increases	\$305	
	C1A (includes Clerk Typists)	\$12,081.68-\$13,471.11	
	L3A (includes Systems Librarian)	\$24,169.45-\$27,855.85	

Probationary period is 3 months. Annual increments are based on satisfactory performance. Maximum rates can be reached after 3 or 4 years depending on classification.

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres - Professional Association of Internes and Residents of Ontario (PAIRO) (Ind.) (2,400 internes and residents): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled after a work stoppage. Duration of negotiations 24 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
	Interne	\$15,300 (\$14,407)	\$16,200	\$17,200	\$18,200
	Resident 1	\$16,100 (\$14,996)	\$17,250	\$18,550	\$19,850
	Resident 3	\$18,650 (\$17,347)	\$19,950	\$21,450	\$22,950
	Resident 5	\$21,200 (\$19,700)	\$22,650	\$24,350	\$26,050
Administrative Supplements:	Effective 1979, \$1,450 (\$1,250) per annum for Chief Resident and \$725 (\$625) for Senior Resident. Effective in 1980, \$1,700 and \$850, respectively.				
Hours of Work:	Maximum of 60 per week or 5 shifts of 12 hours each (unchanged)				
Paid Holidays:	11 (unchanged).				
Paid Vacation:	Internes - 3 weeks per year Residents - 4 weeks (unchanged).				

St Joseph's Hospital at London - Local 220, Service Employees (AFL-CIO/CLC): A 12-month first agreement effective from April 1, 1980 to March 31, 1981, covering 400 employees, settled by arbitration. Duration of negotiations - 9 months.

	Effective	<u>Apr. 1/80</u>
	General Increase	50¢
	Dietary Aide I	\$6.32
	Electrician	\$9.65
Hours of Work:	37.5 (40) hours per week with no loss of salary.	
Paid Holidays:	11 days.	
Paid Vacation:	3 weeks after 4 years' service, 4 weeks after 12 years, 5 weeks after 20 years.	
Sick Leave:	1 1/2 days per month to a maximum of 130 days.	

Shift Premium: 0-\$1.85-\$1.85.

Temporary
Responsibility
Allowance: \$3 per day.

Health and Welfare: Life Insurance, OHIP, Semi-Private Hospitalization - Employer pays 100% of premium costs.

Extended Health Care - Employer pays 75% of premium costs for plan with \$10/\$20 deductible.

Dental Plan - Employer pays 50% of premium costs for basic preventative plan.

Uniform
Allowance: \$40 annually.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc., Ontario and Quebec - Canadian Telephone Employees' Association (Ind.) (845 clerical and associated employees): Two 12-month renewal agreements effective from December 1, 1980 to November 30, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages and other provisions are identical to the Bell Canada settlement reported on page 554.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (library science group): A 24-month renewal agreement effective from August 4, 1980 to August 3, 1982, covering 297 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug.4/80</u>	<u>Aug.4/81</u>
	Increases	\$1,353-\$2,483	8.5%
	LS-1	\$16,382-\$21,681 (\$15,029-\$19,710)	\$17,774-\$23,524
	LS-5	\$29,000-\$35,450 (\$26,853-\$32,977)	\$31,465-\$38,463

Hours of Work: Upon request, employees may work flexible hours providing the hours average 37 1/2 per week over a period of 14 calendar days.

Shift Premium: 0-\$2.30-\$2.30 (0-\$2.00-\$2.00) per hour.

Saturday Premium: 30¢ (20¢).

Acting Pay: 15 (20) days qualifying period.

Paid Vacation: 5 weeks after 22 (25) years' service.
Effective August 1, 1981, 4 weeks after 7 years.

Meal Allowance: \$3.40 (\$3.25) after 3 hours of overtime. Effective August 4, 1981, \$3.60.

National Research Council of Canada, Canada-wide - Professional Institute of the Public Service of Canada (Ind.) (professional and scientific category) (850 research officers and research council officers)
A 7-month renewal agreement effective November 18, 1980 to June 21, 1981, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 23/80</u>
	Average Increase	9.3%
	<u>Annual Rates</u>	
	Junior Research Officer/Research Council Officer 1	\$15,920-\$19,670 (\$14,526-\$17,958)
	Associate Research Officer/Research Council Officer 3	\$31,445-\$39,685 (\$28,567-\$36,338)
	Principal Research Officer/Research Council Officer 5	\$47,725-\$51,220 (\$43,925-\$47,216)

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Field Survey Allowance: \$275 (\$225) for each 30 calendar day period.

National Research Council of Canada, Canada-wide - Research Council Employees Association (Ind.) (980 technical category employees): A 20-month renewal agreement effective from November 4, 1980 to July 21, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 21/80</u>	<u>Mar. 23/81</u>
	Designers, Technical and Development Officers		
	Average Increases	7.5%	6%

	<u>July 21/80</u>	<u>Mar. 23/81</u>
<u>Annual Rates:</u>		
<u>Technical Officer Group</u>		
Technical Officer 1	\$10,385-\$11,568 (\$9,660-\$10,761)	\$11,008-\$12,262
Technical Officer 11	\$33,479-\$35,533 (\$31,143-\$33,400)	\$35,488-\$37,665
<u>Designer Group</u>		
DES-1	\$21,952-\$24,068 (\$20,420-\$22,389)	\$23,269-\$25,512
DES-4	\$31,564-\$34,506 (\$29,362-\$32,099)	\$33,458-\$36,576
<u>Development Officer Group</u>		
Development Assistant 1	\$9,263-\$14,563 (\$8,617-\$13,547)	\$9,819-\$15,437
Development Supervisor	\$24,839-\$27,075 (\$23,106-\$25,186)	\$26,329-\$28,700
Effective	<u>Nov. 23/81</u>	<u>Feb. 1/82</u>
<u>Designers, Technical and Development Officers</u>		
Average Increases	4.25%	2.7%
<u>Annual Rates:</u>		
<u>Technical Officer Group</u>		
Technical Officer 1	\$11,476-\$12,783	\$11,786-\$13,128
Technical Officer 11	\$36,996-\$39,266	\$37,995-\$40,326
<u>Designer Group</u>		
DES-1	\$24,258-\$26,569	\$24,913-\$27,314
DES-4	\$34,880-\$38,130	\$35,822-\$39,160
<u>Development Officer Group</u>		
Development Assistant 1	\$10,236-\$16,093	\$10,512-\$16,528
Development Supervisor	\$27,448-\$29,920	\$28,189-\$30,728

Effective	<u>July 21/80</u>	<u>July 20/81</u>
<u>Draftsmen and Photographers</u>		
Average Increases	8%	9%
<u>Draftsman Group</u>		
Draftsman 1	\$11,620-\$14,219 (\$10,759-\$13,166)	\$12,666-\$15,4
Draftsman 6	\$23,036-\$25,524 (\$21,330-\$23,633)	\$25,109-\$27,8
<u>Photographer Group</u>		
Photographer 1	\$12,812-\$14,078 (\$11,863-\$13,035)	\$13,965-\$15,3
Photographer 7	\$22,583-\$24,823 (\$20,910-\$22,984)	\$24,615-\$27,0
Hours of Work:	37 1/2 per week (unchanged).	
Shift Premium:	Effective November 4, 1980, 0-25¢-33¢ (0-21¢-29¢). Effective July 20, 1981, 0-29¢-39¢.	
Standby Pay:	\$6 (\$5) for each 8-hour period.	
Paid Holidays:	11 (unchanged).	
Paid Vacation:	Effective October 1, 1980, 5 weeks after 23 (25) years' service. Effective July 20, 1981, 5 weeks after 22 years. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	
Diving Duty Allowance:	\$6.50 (\$6) per hour - minimum 2 hours per dive.	
Flying Allowance:	\$50 (\$40) per month after completion of 15 hours each quarter.	
Meal Allowance:	\$3.50 (\$3.25) for Overtime and Designated Holidays for first meal only.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (6,380 maintenance services category employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>Jan 1/80</u>
	General Increase	7% plus \$5.60 per week

<u>Weekly Rates</u>	<u>Jan. 1/80</u>
Operator 1, Offset Equipment	\$197.33-\$222.08 (\$179.19-\$202.32)
Manual Worker (Type "A" Equipment)	\$257.26-\$270.96 (\$235.20-\$248.00)
Maintenance Electrician	\$340.72-\$351.00 (\$313.20-\$322.80)
Elevator Mechanic 3	\$447.99-\$466.06 (\$413.45-\$430.34)

Adjustment - 2% for pilots, air engineers and air frame finishers.

Hours of Work: 40 or 36 1/4 per week depending on classification. Compensation for overtime varies. Operator 1 (above) works 36 1/4 hours per week; other examples shown work 40 hours per week.

LOCAL ADMINISTRATION

Brampton City Corporation - Local 831, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from August 1, 1980 to July 31, 1982, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Aug.1/80</u>	<u>Aug.1/81</u>
General Increases		10%	10%
Additional Adjustment		Some classification adjustments	
Telephone Control Dispatch		\$6.16 (\$5.60)	\$6.78
Labourer		\$7.83 (\$7.12)	\$8.61
Welder-Mechanic		\$9.90 (\$9.00)	\$10.89

Probationary period is 60 (45) worked days.

Shift Premium: Effective November 16, 1980, 0-25¢-25¢ (0-23¢-23¢). Effective August 1, 1981, 0-27¢-27¢.

Paid Holidays: One-half day Christmas Eve and one-half day New Year's Day are added for a total of 12 days.

Paid Vacation: Effective in 1981, 4 weeks after 12 (15) years' service and 5 weeks after 20 (25) years.

Bereavement Leave: Up to 3 days' paid leave to attend funeral upon death of grandchildren.

Health and Welfare: Dental Plan (new) - Effective January 1, 1981, employer pays of premium costs for Blue Cross No. 9 plan. Payments are based on the 1980 Ontario Dental Association fee schedule. Effective January 1, 1982, employer pays 75% of premium costs.

Safety Shoe Allowance: Effective July 1, 1981, employer contributes \$75 annually. (Previously, employer paid 100% of costs.)

Tool Allowance: \$125 (\$75) annually for skilled trades.

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.) (650 police officers): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
General Increases		9.5%	5.5%	10%
<u>Annual Rates*</u>				
Constable, 3rd Class		\$21,891.50 (\$19,992.09)	\$23,095.41	\$25,405.20
Constable, 1st Class		\$25,689.38 (\$23,460.49)	\$27,102.37	\$29,812.60
Staff Sergeant		\$32,361.21 (\$29,553.47)	\$34,141.27	\$37,555.40

*Employees hired on or after January 1, 1981 will be placed on new wage grid created by increasing the 'spread' between the constable classifications.

Hours of Work: 40 per week (unchanged).

Off Duty Court Attendance Pay: Minimum 4 hours credit or time and one-half, whichever is greater, plus 2 additional hours. (Previously, minimum 6 hours credit.)

Paid Holidays: 11 days plus 1 additional day for reporting to work 15 minutes early each scheduled work day during the year (unchanged).

Paid Vacation: 7 weeks after 30 years' service (new). Also 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 17 years and 6 weeks after 25 years (all unchanged). 2 additional weeks in year of retirement (unchanged). Effective January 1, 1982, vacation entitlement to be calculated as of date of employment (previously on calendar year basis).

Annual Service Pay: \$125 (\$85) per year for each 5 years of service completed.

Health and
Welfare:

Subsidization of Private Insurance Premiums - The employer will pay for that portion of premium rates for private insurance plans held by the employee that are in excess of standard rates due to the nature of the employee's responsibilities (new).

Life Insurance - Paid up insurance upon retirement \$4,000 coverage for life of member (new). To be financed in part by the employer and in part by utilizing U.I.C. rebates. Existing life insurance coverage for active employees remains at two times the annual salary for a First Class Constable.

Extended Health Care - Employer will pay for coverage of a survivor until age 65. (Previously, such coverage was paid for by the Association.)

Dental Plan - 80% (50%) coverage for dentures and major restorative charges. The plan continues to follow current Ontario Dental Association fee schedules. The employer is required to cover up to a 10% (6%) increase in annual premiums.

Vision Care - \$75 (\$50) every 2 years.

Pension Plan: Past Cadet service may be purchased and included as credited service for pension purposes (new).

Clothing and Footwear Allowance: \$700 (\$600) per year. Effective January 1, 1982, \$800.

Ontario Police College Supplement: \$50 (\$30) per week.

ADDENDUM

May 1980 Settlement

CONSTRUCTION

Ontario Sheet Metal and Air Handling Group - Ontario Sheet Metal Workers Conference, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 5,000 employees, settled at the conciliation officer stage and ratified in May, 1980. Duration of negotiations - 2 months.

Area 3, Hamilton - Local 537

Wages:	Effective	May 1/80	Nov. 1/80	May 1/81
Journeyman		\$14.03 (\$13.12)	\$14.16	\$15.30

Welfare Fund: Effective November 1, 1980, employer contributes 70¢ (60¢) per hour worked.

Board Allowance: \$26.40 (\$21) per day worked.

Mileage Allowance: 30¢(25¢) per mile.

Travel Allowance: \$6.50 (\$5.50) per day in Zone 2; \$7.50 (\$6.50) in Zone 3; \$9.25 (\$8.25) in Zone 4 and \$14 (\$13) in Zone 5.

Area 5, London - Local 473

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$12.69 (\$11.96)	\$12.81	\$13.95

Welfare and Pension Fund: Employer contributes 94¢ per hour worked. Effective November 1980, \$.06. (previously, 74¢ per hour worked for welfare only)

Board Allowance: \$31.75 (\$25) per day worked.

Mileage Allowance: 30¢(25¢) per mile.

Travel Allowance: \$6 (\$5) per day in Zone 2; \$10 (\$9) per day in Zone 3 and \$14 (\$13) per day in Zone 4.

Area 7, Ottawa - Local 47

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.28 (\$12.57)	\$13.51	\$14.66

Welfare Fund: Employer contributes 68¢ (\$1.14) per hour worked.

Pension Plan: Employer contributes 67¢ per hour worked.

Board Allowance: \$21.86 (\$18) per day within 100 miles and \$24.86 (\$21) per day over 100 miles.

Mileage Allowance: 30¢(28¢) per mile.

Area 10, Sarnia - Local 539

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$14.16 (\$13.25)	\$14.39	\$15.53

Industry Fund: Employer contributes 10¢ (7¢) per hour worked.

Board Allowance: \$23.40 (\$18) per day worked to a maximum of \$117 (\$90) per week

Mileage Allowance: 23¢(15¢) per mile.

Travel Allowance: \$4 (\$3) per day in Zone 2 and \$5.75 (\$4.75) per day in Zone 3.

Area 13, Thunder Bay - Local 397

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.30 (\$12.44)	\$13.53	\$14.67

Welfare Fund: Employer contributes 50¢ (85¢) per hour worked.

Pension Fund: Employer contributes 40¢ per hour worked.

Board Allowance: \$25 per day, plus \$27 per week (previously \$25 per day).

Mileage Allowance: 30¢(25¢) per mile.

Area 14, Toronto - Local 30

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.63 (\$12.72)	\$13.63	\$14.54

Board Allowance: \$23.40 (\$18) per day worked to a maximum of \$117(\$90) per week.

Mileage Allowance: 28¢(20¢) per hour worked.

Travel Allowance: Zone 1 - \$2.25 (\$1.25) per day.
Zone 2 - \$6.00 (\$5.00) per day.
Zone 3 - \$8.00 (\$7.00) per day.
Zone 4 - \$10.00 (\$9.00) per day.

Area 16, Windsor - Local 235

Wages:	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.32 (\$12.68)	\$13.55	\$14.68

Welfare Fund: Employer contributes 50¢ (\$1.20) per hour worked.

Pension Fund: Employer contributes \$1.00 per hour worked.

Board Allowance: \$17 per working day in Kent County and \$28.40 per working day or \$142 per week beyond Kent County.

Mileage Allowance: 31¢(23¢) per mile.

June 1980 Settlement

CONSTRUCTION

Ontario Masonry Industry Employers Council - Ontario Provincial Conference, Bricklayers (AFL-CIO/CLC) (bricklayers, stonemasons and plasterers):
A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 4,000 employees, settled with mediation assistance during a work stoppage and ratified in June, 1980. Duration of negotiations - 3 months.

Wages:	Effective	June 26/80	Nov. 1/80	May 1/81
	Bricklayer (Peterborough)	\$11.93 (\$11.44)	\$12.25	\$13.28
	Bricklayer (Toronto)	\$12.95 (\$11.95)	\$13.27	\$14.24
	Bricklayer (Chatham)	\$13.06 (\$12.22)	\$13.38	\$14.45
Refractory Premium:	35¢ (30¢) per hour.			
Stackwork Premium:	\$2 per hour commencing at the base of the structure until the structure is completed. (Previously, 50¢ per hour starting at the 25 foot level and \$1 per hour at the 100 foot level or more			
Health and Welfare:	Effective June 26, 1980, employer contributes 25¢ per hour earned for Guelph (20¢), Barrie (new), Kingston (new), Kitchener (20¢) and Owen Sound (20¢); 55¢ (45¢) for Peterborough; 74¢ (66¢) for Sudbury; 85¢ (60¢) for Windsor and \$1 (74¢) for Sault Ste Marie locals. All other locals remain unchanged.			
	<u>Dental Plan (new)</u> - Effective June 26, 1980, employer contributes 20¢ per hour earned for Guelph, St. Catharines, Barrie, Kitchener, Chatham, Peterborough, Oshawa and Owen Sound locals.			
Pension Plan:	Effective June 26, 1980, employer contributes 50¢ (25¢) per hour earned for Hamilton, Guelph, Brantford, Kitchener, Peterborough, Owen Sound and effective November 1, 1980, Sault Ste Marie; 71¢ (39¢) per hour for St. Catharines. Effective May 1, 1981, 78¢ per hour for St. Catharines only.			
	<u>Local Pension (Toronto only)</u> - Effective June 26, 1980, employer contributes 50¢ (40¢) per hour earned. Effective May 1, 1981, 60¢.			
Ontario Provincial Conference Fund:	Employer contributes 11¢ (10¢) per hour earned.			
Board Allowance:	Effective June 26, 1980, \$28 (\$24) per day. Effective May 1, 1981, \$29.			
Travel Allowance:	Effective June 26, 1980, 28¢ (24¢) per mile outside the free zone. Effective May 1, 1981, 29¢.			
	<u>Local 2, Toronto</u> - Effective June 26, 1980, \$5 (\$4.50).			

August 1980 Settlements

CONSTRUCTION

Heavy Construction Association of Ontario - Carpenters (AFL-CIO/CLC): A 33-month renewal agreement effective from August 1, 1980 to April 30, 1983, covering 200 employees, settled at the bargaining stage and ratified in August, 1980. Duration of negotiations - 13 months. Previous agreement expired December 31, 1977.

Monetary items in the previous agreement are not shown as they were tied to local wage rates and fringe benefits.

Local 2466, Pembroke

Wages:	Effective	<u>Aug.1/80</u>	<u>May 1/81</u>
	Journeyman	\$9.95	\$10.82

Health and Welfare: Employer contributes 55¢ per hour worked.

Pension Plan: Employer contributes 30¢ per hour worked. Effective May 1, 1981, 45¢.

Local 249, Kingston

Wages:	Effective	<u>Aug.1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.14	\$13.82

Local 1946, London

Wages:	Effective	<u>Aug.1/80</u>	<u>May 1/81</u>
	Journeyman	\$11.59	\$12.44

Health and Welfare: Employer contributes 55¢ per hour worked.

Pension Plan: Employer contributes 50¢ per hour worked.

O.L.R.B. Area #8, Toronto District Council

Wages:	Effective	<u>Aug.1/80</u>	<u>May 1/81</u>
	Journeyman	\$12.55	\$13.13

Health and Welfare: Employer contributes 67¢ per hour worked. Effective May 1, 1981, 72¢.

Pension Plan: Employer contributes 85¢ per hour worked. Effective May 1, 1981, \$1.00.

Local 1669, Thunder Bay

Wages:	Effective	<u>Aug.1/80</u>	<u>May 1/81</u>
	Journeyman	\$13.16	\$13.85

Apprenticeship Fund: Employer contributes 2¢ per hour worked.

All Locals

Hours of Work: 10 (9) hours per day or 50 (45) hours per week.

Saturday Work: Employees unable to work their regular weekly hours due to inclement weather may make up hours on the Saturday of that week at the regular rate up to and including the 50th hour. All additional hours are paid at time and one-half (new).

Overtime Pay: Time and one-half after 50 hours per week and on Sundays and Statutory Holidays. (Previously, time and one-half for the first 3 hours of overtime, and double time thereafter and on Statutory Holidays.)

Vacation Pay: 10% (previously varied).

Travel Allowance: Employer pays 12¢ per km. to a maximum of \$20 per day to and from the free travel zone, for employees whose residence is outside the free zone. Effective May 1, 1981, 15¢ per km. Effective March 1, 1982, 17¢.

Boilermaker Contractors' Association, Canada-wide - Local 128, Boilermakers (AFL-CIO): A renewal agreement effective from July 1, 1980 to June 30, 1982 in all provinces except Ontario, where expiration of the contract will take place on April 30, 1982. The agreement covers 1,650 Ontario employees and was settled at the bargaining stage and ratified in August, 1980 in Ontario. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>
	General Increases	\$1.03	98¢
	Journeyman	\$13.47	\$14.45
	Boilermaker	(\$12.44)	

Health and Welfare: Effective July 1, 1981, employer contributes 50¢ (45¢) per hour earned, providing it is accepted by the Trustees of the fund.

Pension Fund: Employer contributes \$1.35 (\$1.25) per hour earned. Effective July 1, 1981, \$1.45.

Educational Training Fund: Employer contributes 9¢ (7¢) per hour earned.

Subsistence Allowance: \$24 (\$22) per calendar day. Effective July 1, 1981, \$25.

October 1980 Settlement

FORESTRY

Great Lakes Forest Products Limited, Dryden Woodlands Operations* at Dryden - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 265 employees, settled at the conciliation officer stage and ratified in October, 1980. Duration of negotiations - 2 months.

*Operation previously owned by Reed Limited.

Wages:	Effective	Oct. 1/80	Oct. 1/81
	General Increases	\$1.37	9.5%
	Labourer, General	\$10.01 (\$8.64)	\$10.96
	Cook	\$10.72 (\$9.35)	\$11.74
Shift Premium:	0-29¢-32¢ (0-27¢-30¢). Effective October 1, 1981, 0-32¢-35¢.		
Vacation Pay:	8% after 2000 (2400) days' service.		
	Effective October 1, 1981, 6% after 800 (1000) days and 10% after 4000 (4400) days.		
Health and Welfare:	<u>Life Insurance</u> - Effective November 1980, \$25,000 (\$20,000) coverage.		
	<u>Weekly Indemnity</u> - Effective November 1980, benefits increase to \$250 (\$210) per week, payable on a 1-3-52 basis. Effective October 1, 1981, \$275 per week.		
	<u>Long Term Disability</u> - Effective November 1980, benefits equal 50% of regular monthly earnings less any applicable statutory offsets. (Previously, 50% to maximum of \$800 monthly.)		
	<u>OHIP, Drug Plan and Semi-Private Hospitalization</u> - Employer contributes \$47.27 (\$42.63) per month for family coverage and \$23.13 (\$21.09) per month for single coverage.		
	<u>Dental Plan</u> - Effective November 1980, based on 1979 (1978) Ontario Dental Association fee schedule. Effective October 1, 1981, payments are based on the 1980 ODA fee schedule.		
Mileage Allowance:	15¢ per kilometre (22¢ per mile.) Effective October 1, 1981, 17¢ per kilometre.		
Safety Clothing Allowance:	Employers sells protective clothing to employees at \$6 (\$5) for safety pants, \$8 (\$5) for safety boots and \$5 (\$3.50) for safety gloves and mitts below invoice price.		

Fire and \$2,000 (\$1,500) coverage.
Theft Insurance:

Power Saw \$8 (\$7.25) per day when felling and limbing. \$9 (\$8.25) per d
Rentals: when bucking at a landing on a skidding operation.

Effective October 1, 1981, \$8.50 and \$9.50 per day respective

Negotiations in Progress during November 1980 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Abitibi Price Inc., (Iroquois Falls, Smooth Rock Falls, Thunder Bay and Sault Ste Marie Divs.) and Abitibi-Price Fine Paper, Port Arthur Div.	Office Employees (AFL-CIO/CLC)	340	C0
Lied Chemical Canada, Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	530	C0
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and maintenance empls.)	240	C0
American Can of Canada Ltd. (Woodlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	275	C0
Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC) (production empls.)	950	WS
Boots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	C0
Front County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	414	F
Inks Canada Ltd., province-wide	Teamsters (Ind.)	300	PCB
Inks Canada Ltd., Toronto	Teamsters (Ind.)	200	B
Johns Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	320	B
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	228	C0
Canada Safeway Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	1,275	Med
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	B
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	750	B
Canadian National Institute for the Blind (Caterplan services Div.), province-wide	Services Employees (AFL-CIO/CLC)	368	B
Canadian Red Cross Society (Blood Transfusion Service) Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Ne St.
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay **	Railway Clerks (AFL-CIO/CLC)	1,500	B
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	B
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	400	B
Connaught Laboratories Ltd., Toronto and Bolton	Employees' Assn. (Ind.)	550	Med
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	200	CO
Cyanamid of Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	CO
Decor Metal Products, Midland	Auto Workers (CLC)	420	PCB
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
Domtar Packaging Ltd. (Corrugated Containers Div.), Toronto	Cdn. Paperworkers (CLC)	242	CO
Domtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	239	CO
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	403	B
Dufferin Peel Roman Catholic Separate School Board	CUPE (CLC)	300	CO
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,030	PMB
Durham Regional Police	Police Assn. (Ind.)	356	B
E.B. Eddy Forest Products Ltd., Espanola	Carpenters (AFL-CIO/CLC)	257	CO
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B

**Federal jurisdiction

negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Obicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	Arb.
olon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (CLC)	234	Med
W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/ CLC)	620	B
ederal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	237	B
restone Textiles Co. (Div. of Firestone Canada Ltd.), Woodstock	United Textile Workers (AFL-CIO/CLC)	200	B
nn Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/ CLC)	600	B
eneral Home Systems Ltd., Hensall	Capenters (AFL-CIO/CLC) (production and maintenance empls.)	200	B
lf Canada Ltd., Clarkson Refinery	Energy and Chemical Workers (AFL-CIO/ CLC)	400	B
ley Industries, Inc., Haley	Steelworkers (AFL-CIO/CLC)	325	B
lton Regional Police	Police Assn. (Ind.)	270	B
nilton City Corp.	CUPE (CLC) (outside empls.)	500	B
rding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/ CLC)	400	B
stings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
stings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
oliday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
ron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260	PFB
ssman Store Equipment Ltd., Brantford	Auto Workers (CLC)	475	B
terbake Foods Ltd., London	Millers (AFL-CIO/CLC)	750	B
ternational Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	250	B
eprite Products Ltd., Brantford	Employees' Assn. (Ind.)	300	B

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Kingston General Hospital	CUPE (CLC)	404	B
Kingston General Hospital	CUPE (CLC) (office empls.)	248	B
Kruger Pulp and Paper Ltd., Packaging Div., Toronto	Cdn. Paperworkers (CLC)	200	CO
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophias- burg and Toronto	Cement Workers (AFL-CIO/CLC)	267	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	Med
Levi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/ CLC)	300	B
Lily Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	500	CO
Lincoln County Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	208	B
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218	B
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	Med
London City Corp.	CUPE (CLC) (outside empls.)	510	B
London City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	B
London City Public Utilities Commission	CUPE (CLC)	359	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	B
Miller Brothers Co.,(1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	220	CO
William Neilson Ltd./Ltee, Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/ CLC) (production empls.)	740	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	675	B
Niagara Regional Municipality	CUPE (CLC)	452	B
Niagara South Board of Education	CUPE (CLC)	430	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed (Ind.)	233	WS

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	Med (R)
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	B
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,455	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,790	MED
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,725	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	Arb
Ontario Master Insulators Assn. Inc. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	1,200	PCB
Ottawa City Corp. (City Hall)	CUPE (CLC) (office, technician and clerical empls.)	230	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,600	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and main- tenance empls.)	1,500	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	510	Arb
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B

*Federal jurisdiction

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	PC
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	PF
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	600	B
Riverdale Hospital, Toronto	CUPE (CLC) (professional empls.)	260	B
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/ CLC)	484	B
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	Arb
SKF Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	B
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	Arb
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	B
St. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	CO
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	250	Arb
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Shell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (AFL-CIO/ CLC)	225	B
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Preston	Steelworkers (AFL-CIO/CLC)	300	B
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	B

negotiations in Progress During November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Simcoe County Board of Education	CUPE (CLC)	375	B
Map-On Tools of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	350	B
Marlay, Brantford	Cdn. Textile and Chemical Union (CCU)	224	B
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,060	B
Stoneybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	B
The Textile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,500	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	PMB
Toronto City Board of Education	CUPE (CLC)	250	B
Toronto General Hospital and 128 other hospitals, province- wide	Ont. Nurses' Assn. (Ind.) (full- time and part-time empls)	23,165	CO
Tri-Town Nursing Home Ltd., Hailey- bury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane, Nursing Homes Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	Arb
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	400	B
Voyageur Colonial Ltd., Ottawa, Toronto, and other centres**	Railway, Transport and General Workers (CLC)	500	B
Winston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	268	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	540	B
Windsor City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	Arb
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	Arb

Federal jurisdiction

Negotiations in Progress during November 1980 covering 200 or more Employees (cont)

Employer and Location	Union	No. of Empls.	Neg Sta
Workmens Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	ME
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482	F
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	ME
MORE THAN ONE PROVINCE			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	C
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,860	B
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,775	B
Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn., Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and Hamilton, Ont.	Clothing and Textile Workers (AFL-CIO/CLC)	10,000	C
Atomic Energy of Canada Ltd. (Engineering Company), Montreal, Que. and Mississauga, Ont.**	Society of Professional Engineers and Associates (Ind.)	650	ME
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET)	2,000	C
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	C
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	C
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	505	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	B

**Federal jurisdiction

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Pacific Express Ltd. (Canadian Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	B
P Air, system-wide**	Air Line Flight Attendants (CLC)	950	CO
P Air, system-wide**	Air Line Pilots (Ind.)	700	B
P Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,485	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	WS
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non- supervisory empls.)	23,000	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians' Assn. (Ind.)	2,275	ARB
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	870	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	1,995	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC)(administration services group)	5,715	B
Government of Canada (Treasury Board)**	PSAC(CLC)(auditing group)	2,575	B

*Federal jurisdiction

Negotiations in Progress during November 1980 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, technical inspection and social science support groups)	5,135	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating power and stationary, non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	14,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,500	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (drivers, terminal and garage empls.)	1,050	B
Provost Cartage, Que. and Ont.**	Employees' Assn. (Ind.)	650	B

**Federal jurisdiction

Negotiations in Progress during November 1980 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Royal Canadian Mint, Hull, Que. Ottawa and Vanier, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	530	B
t. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
po-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
teinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.**	Food and Commercial Workers (AFL-CIO/ CLC)	1,020	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980

Employer and Location	Union	No. Emp
Atomic Energy of Canada Ltd., (Engineering Co.), Mississauga	Engineers Assn. (Ind.)	6
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	8,5
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	2
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	7
Canadian Pacific Express Ltd., province- wide	Railway Clerks (AFL-CIO/CLC) (train express empls.)	1,0
Canadian Red Cross Society (Blood Transfusion Service), Intercity	Employees' Assn. (Ind.)	2
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	2
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	2
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	3
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	4
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	4
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	2
Durham Regional Police	Police Assn. (Ind.)	3
Etobicoke Borough Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	4
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL- CIO/CLC)	2
Firestone Textiles Co. (Div. of Firestone Canada Ltd.), Woodstock	United Textile Workers (AFL-CIO/ CLC)	20
John Forsyth Co. Ltd., Kitchener and Water- loo	Clothing and Textile Workers (AFL-CIO/CLC)	60
Four Seasons Hotel and Inn on the Park, North York and Toronto	Hotel Employees (AFL-CIO/CLC)	4
Frontenac County Board of Education	CUPE (CLC)	24

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. of Empls.
Halton Regional Police	Police Assn. (Ind.)	270
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	414
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	650
Hand Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	400
Harding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	400
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228
Hotel Plaza II, Toronto	Hotel Employees (AFL-CIO/CLC)	200
Hotel Toronto	Hotel Employees (AFL-CIO/CLC)	375
Kingston City Corp. (Rideaucrest Home for the Aged)	CUPE (CLC)	301
Lakehead Board of Education, Thunder Bay	Service Employees (AFL-CIO/CLC)	200
Levi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300
Liberty Furniture Inds. Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	200
Lincoln County Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	208
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218
London City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320
London City Corp.	CUPE (CLC) (outside empls.)	510
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	200
London City Police Force	Police Assn. (Ind.)	329
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A, clerical)	610
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit B, garage and Unit)	200
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit C, parking control officers, cadets and matrons)	380

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. Emp
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Police officers)	5,3
Metropolitan Toronto	CUPE (CLC) (inside empls.)	3,9
Metropolitan Toronto	CUPE (CLC) (outside empls.)	2,1
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	2
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	2
National Research Council of Canada, Ottawa	Employees' Assn. (Ind.) (clerical and regulatory empls.)	3
Niagara Falls City Corp.	CUPE (CLC)	3
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	6
Niagara Regional Municipality	CUPE (CLC)	4
Niagara South Board of Education	CUPE (CLC) (caretakers)	4
Niagara South Board of Education	Employees' Assn. (Ind.)	2
North Bay City Corp.	CUPE (CLC)	2
North York City Corp.	CUPE (CLC) (inside empls.)	5
North York City Corp.	CUPE (CLC) (outside empls.)	7
North York City Corp. (Fire Dept)	Fire Fighters (AFL-CIO/CLC)	6
North York Public Library Board	CUPE (CLC) (clerical and main- tenance empls.)	30
Ontario Government	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (administ- rative services category)	4,85
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,78
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,45
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,4
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,7
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,7

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. of Empls.
Ontario Hydro, province-wide	Engineers Assn. (Ind.) (professional engineers)	5,146
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	325
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	350
Ottawa City Corp.	CUPE (CLC)	2,000
Ottawa City Police Force	Police Assn. (Ind.)	675
Ottawa-Carleton Regional Municipality	CUPE (CLC)	1,600
Ottawa-Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	1,500
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	585
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	260
Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	200
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL- CIO/CLC)	484
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210
St. Lawrence Seaway Authority, Intercity	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,000
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	500
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600
Sheraton Ltd. Sheraton Centre, Toronto	Hotel Employees (AFL-CIO/CLC)	816
Silverwood Dairies (Bathurst and 401 Branches, London)	Teamsters (Ind.)	300
Simcoe County Board of Education	CUPE (CLC)	375
Toronto City Board of Education	CUPE (CLC)	250
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,166

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. Emp
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,6
Toronto Harbour Commissioners	Longshoreman (AFL-CIO/CLC)	2
Toronto Harbour Commissioners	Longshoremen (AFL-CIO/CLC) (checkers)	2
Toronto Metropolitan Separate School Board	CUPE (CLC)	4
Toronto Public Library	CUPE (CLC) (part-time)	3
Treasury Board of Canada, province-wide	Air Traffic Controllers (Ind.) (air traffic control group)	4
Treasury Board of Canada, province-wide	Assn. of Postal Officials of Canada (Ind.)(postal supervisors)	7
Treasury Board of Canada, province-wide	Cdn. Postmasters and Assistants Assn. (Ind.)(revenue postal operations group)	3,2
Treasury Board of Canada, province-wide	Cdn. Union of Postal Workers (CLC) (internal mail operations group)	3,50
Treasury Board of Canada, province-wide	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions)(printing operations group, non-supervisory)	66
Treasury Board of Canada, province-wide	Letter Carriers (CLC)(postal operations, non-supervisory)	7,32
Treasury Board of Canada, province-wide	Professional Institute (PIPS) (Ind.)(chemistry group)	24
Treasury Board of Canada, province-wide	PIPS (Ind.)(commerce group)	1,50
Treasury Board of Canada, province-wide	PIPS (Ind.) (veterinary science group)	23
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (PSAC)(CLC) (admin- istrative services group)	3,74
Treasury Board of Canada, province-wide	PSAC (CLC) (auditing group)	1,26
Treasury Board of Canada, province-wide	PSAC (CLC)(communications group)	30
Treasury Board of Canada, province-wide	PSAC (CLC) (engineering and scientific support group)	2,55

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. of Empls.
Treasury Board of Canada, province-wide	PSAC (CLC) (general service group, supervisory and non-supervisory)	5,082
Treasury Board of Canada, province-wide	PSAC (CLC) (general technical, technical inspection and social science support groups)	2,736
Treasury Board of Canada, province-wide	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	1,150
Treasury Board of Canada, province-wide	PSAC (CLC) (information services group)	655
Treasury Board of Canada, province-wide	PSAC (CLC) (primary products inspection group)	725
Treasury Board of Canada, province-wide	PSAC (CLC) (programme administration group)	9,335
Treasury Board of Canada, province-wide	PSAC (CLC) (purchasing and supply group)	1,091
Treasury Board of Canada, province-wide	PSAC (CLC) (welfare programme group)	363
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	400
Victoria Hospital Corp., (Lab), London	OPSEU (NUPGE) (CLC)	207
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	205
Waterloo Regional Municipality (Sunnyside Home for the Aged), Kitchener	Service Employees (AFL-CIO/CLC)	229
Waterloo Regional Police Force	Police Assn. (Ind.)	423
Wentworth County Board of Education	CUPE (CLC) (maintenance empls.)	200
Weston Bakeries (Dupont Street Plant), Toronto	Teamsters (Ind.)	268
Windsor City Corp.	CUPE (CLC) (inside empls.)	540
Windsor City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	274
Windsor City Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	380

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December, 1980 (cont'd)

Employer and Location	Union	No. Emp
Windsor City Police Force (Unit A)	Police Assn. (Ind.)	3
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	2
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	3
York County Board of Education	CUPE (CLC) (service and main-tenance empls.)	3
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	3
York Regional Municipality Police Dept.	Police Assn. (Ind.)	3
Zehr's Markets (Div. of Zehrmart Ltd.), Guelph	Food and Commercial Workers (AFL-CIO/CLC)	4

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
December 1980



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1980 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in December 1980. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in January 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

January 29, 1981

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Highlights

Footwear Industry Settlements. A two-year renewal agreement was concluded in early December between Bata Industries and Local 1979 of the United Food and Commercial Workers International Union (UFCW). The composite local represents 950 workers at the Bata Footwear manufacturing plants and a warehouse located in the Trenton area. The new contract, to succeed one that expired October 31, was approved by a slim majority of the workers, who prior to the settlement engaged in a six-week-long strike to express their dissatisfaction with the company's original offer. The proposed economic package had included annual wage increases of 10 and 8 per cent in each of the next two years, respectively. The company also offered to introduce a new pension plan with a monthly benefit of \$6.50 for each year of service on retirement at age 65. The offer was made in response to the union's proposal for a two-stage wage increase of 15 per cent and 13 per cent over the two-year term and a cost-of-living escalator clause. In addition, the union asked the company to participate in a jointly trustee pension plan which covers other UFCW members under collective agreements with major supermarkets. The company's firm opposition to any joint trusteeship of a pension plan and the amount of the proposed settlement eventually led to the bitter and often-violent strike and a call for a Canada-wide boycott of Bata products.

The compromise agreement, finalized with the help of a provincial mediator, included two consecutive annual wage increases of 10 per cent (each averaging about 55 cents per hour) and the continuation of a 25-cent cost-of-living allowance that has been in effect for about five years. The contract also gave the workers in Batawa, Campbellford, Picton and Trenton the company proposed pension plan, which will be administered by a joint union-management committee. Other negotiated changes included improvements in shift premiums, paid vacations, lay-off procedures and insured health and welfare benefits, as well as a new job posting provision.

Earlier this year, two other major shoe manufacturers and the Amalgamated Clothing and Textile Workers Union (ACTWU) reached, in direct bargaining, two renewal agreements covering about 500 production employees. In February, 214 members of the ACTWU Shoe Division, Local 300, employed at the London plant of Florsheim Inc. (formerly Savage Shoes), accepted a three-year agreement superseding the previous one due to expire at the end of the month. Under the new terms, the hourly-rated employees received a three-stage wage increase totalling 61 cents, while the pieceworkers received a total of 47 cents per hour. The existing semi-annual cost-of-living adjustments of one cent for each 1.0 change in the CPI were continued, and the guaranteed COLA fold-ins (six) were set at 10 to 13 cents per hour. The workers also gained an eleventh paid holiday, liberalized vacation schedules and increased insurance benefits.

Two months later, 260 members of the ACTWU Shoe Division, Local 308, at the Bauer Division of Greb Industries in Kitchener ratified a two-year renewal agreement which provided hourly wage increases of 50 cents effective March 29, 1980 and 41 cents a year later. In addition, the settlement included the employer's commitment to meet with the union for wage discussions during the term of the agreement should increases in the CPI

erode the negotiated wage adjustments. The Bauer pact, which also called for increased shift premiums, reduced requirements for vacation entitlements, higher company OHIP contributions and a further expansion of the bereavement leave provision, usually serves as a pattern for other Greb divisions having contracts expiring at a later date.

The 1980 round of bargaining in the industry was eventually completed with the ratification of a new settlement between Brown Shoe Company of Canada and the United Textile Workers of America (UTWA). It covered 269 members of Local 365 at the company's plant in Perth and extended the current contract over a two-year period ending October 30, 1982. The agreement, reached in mid-January 1981 in conciliation, produced successive annual wage increases of 55 cents and 50 cents for hourly-rated employees. The incentive rates were increased in three stages of 10, 9 and 2 per cent, with the last adjustment scheduled halfway through the final year. Other changes involved higher vacation payments and some improvements in health and welfare benefits.

Similar economic terms will most likely be extended to cover more than 1,500 Ontario shoe workers coming off current agreements during 1981. The approaching major negotiations will involve two ACTWU contracts expiring in May and November at Greb Industries plants in Kitchener (about 400 workers), the current UFCW contracts at Star Slipper-Valenti Shoes in Toronto (370 workers, in October), Sunbeam Shoes in Port Colborne (200 workers, in May) and Susan Shoe Industries in Hamilton (300 workers at the Barton Street plant, in November), as well as the UTWA contract at the latter company's Fortune Footwear Division (240 workers, in September).

The federal government's import controls on footwear, implemented in 1977, have for some time helped to arrest the downward trend in domestic production and in 1979 contributed to an increase in the Canadian shoe manufacturers' share of the domestic market from 43 per cent to almost 60 per cent. However, the quota on imports did not prove entirely successful, as during 1980 domestic production fell back to previous levels. Since the controls expired on December 1, the government is considering a report of the federal Anti-Dumping Tribunal assessing how the quotas are working. A decision on a new structure of quotas to give the industry sufficient protection from foreign competition is expected shortly.

Hospital Engineers Settlements. A master settlement covering 200 stationary engineers and maintenance workers represented by the Canadian Union of Operating Engineers (CUOE) at 29 Ontario hospitals was settled through arbitration. The award was handed down one day before the December 31, 1980 expiration date of the previous agreements. The hospitals' initial contract offer included a general wage increase of 9.5 per cent over a one-year term, while the union requested an increase of 20 per cent plus a number of improvements in wage related payments, fringe benefits and working conditions. Most of the bargaining matters were settled by the parties prior to arbitration, whereas certain issues still in dispute, including wage increases, revisions to subsidized insurance benefits, overtime and call-in compensation, were decided by the Board of Arbitration. The changes and improvements applied uniformly to all participating hospitals, with the exception of those already providing equal or more generous provisions.

The master settlement resulted in 29 individual agreements and also formed the basis for 4 other contracts at CUOE-represented hospitals which opted out of the central negotiations. The settlement advanced the common expiry date of the contracts to December 31, 1981 and provided a general wage increase of 10 per cent. Other negotiated or awarded improvements included a shift premium of 25 cents per hour worked during a full shift, double time compensation for authorized overtime worked in excess of a regularly scheduled shift on paid holidays, a stand-by payment of \$1.25 per hour and shorter eligibility requirements for three and four weeks of paid vacations. In the health and welfare area, the award established the employer contributions to the life insurance coverage at 90 per cent and to the Extended Health Care coverage at 75 per cent.

The engineers pact resolved the first major bargaining situation in the present round of central negotiations between the Ontario Hospital Association and unions acting on behalf of health care employees. The joint negotiations still in progress involve:

- 65 hospitals across the province and the Canadian Union of Public Employees representing 16,000 support staff under contracts which expired September 28, 1980. A Board of Arbitration was recently appointed under the Hospital Labour Disputes Arbitration Act to resolve the prolonged dispute marked by an eight-day illegal walkout;
- 47 hospitals in Central Ontario and five locals of the Service Employees International Union (SEIU) representing 8,500 support staff under contracts expiring March 31, 1981. The dispute appeared headed for arbitration at the end of February.
- 17 hospitals in Southwestern Ontario and SEIU Local 220 representing 4,000 support employees in 20 bargaining units under contracts expiring March 31, 1981. Negotiations were at the conciliation stage at the end of February.
- 128 hospitals across the province and the Ontario Nurses Association representing 23,000 nurses under contracts expired September 30, 1980, now in arbitration;
- 39 hospitals across the province and the Ontario Public Service Employees Union representing about 3,000 paramedical employees under contracts expired December 31, 1980, still in direct bargaining.

In addition, negotiations are under way between a number of hospitals in the Windsor area and about 2,000 members of SEIU Local 210 (support staff) working without contracts since March 31, 1980. Most of the disputes proceeded to arbitration last June. Since then, awards were issued for Salvation Army Grace Hospital (in December) and Metropolitan General Hospital (in January). Both settlements were for a two-year term ending March 31, 1982 and provided two annual increases of 80 cents per hour each at the Grace Hospital, and 80 cents plus 75 cents per hour at the Metropolitan General Hospital.

Index to Settlements Reported, December 1980

Employer and Location	Union	Page
Abitibi-Price Fine Papers (Port Arthur Div.), Thunder Bay	United Paperworkers (AFL-CIO/CLC)	855
Air Canada, system-wide	Cdn. Air Line Employees' Assn. (CLC) (sales dept. empls.)	817
Air Canada, system-wide	Cdn. Air Line Flight Attendants Assn. (CLC)	818
American Can Canada Inc., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	815
Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contrs. Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton, Ont.	Clothing and Textile Workers (AFL-CIO/CLC)	807
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Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC) (plant empls.)	805
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	855
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ont. General Contrs. Assn., the Acoustical Assn. of Ont., the Resilient Flooring Contrs. Assn. of Ont., the Caulking Contrs. Assn. of Ont., the Industrial Contrs. Assn. of Canada and the Interior Systems Contrs. Assn. of Ont., province-wide	Carpenters (AFL-CIO/CLC) Ontario Provincial Council (commercial, industrial and institutional construction)	837

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LEATHER

Bata Industries Ltd. (Footwear Division) at Batawa, Campbellford, Picton and Trenton
 - Local 1979, Food and Commercial Workers* (AFL-CIO/CLC) (950
production and warehouse employees): A 24-month renewal
agreement effective from October 4, 1980 to October 3, 1982,
 settled with mediation assistance during a work stoppage.
 Duration of negotiations - 6 months.

*Previously, Retail Clerks.

Wages:	Effective	<u>Oct. 4/80</u>	<u>Oct. 4/81</u>
	General Increases	10%	10%
	Cleaner	\$4.53 (\$4.12)	\$4.98
	Leather Dispatcher	\$6.64 (\$6.04)	\$7.30
Cost of Living Allowance:	25¢ per hour "add-on" continues (unchanged).		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-22¢-25¢ (0-14¢-18¢).		
Call-In Pay:	Minimum 3 hours' pay at applicable overtime rate for employee in Building Maintenance (new). Maximum \$5 (\$4) per hour for employee on lay-off called-in to perform work that does not fall within any current classification.		
Paid Holidays:	11 (unchanged.) Incentive workers receive 125% (120%) of their basic guaranteed wage.		
Paid Vacation:	2 weeks plus 1 (2) days after 3 (5) years, 3 weeks after 5 (7) years. Also 3 weeks plus 2 days after 10 years, 4 weeks after 15 years, 4 weeks plus 2 days after 20 years, 4 weeks plus 3 days after 25 years and 5 weeks after 34 years (all unchanged).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1981, \$10,000 (\$5,000) coverage.		
	<u>Weekly Indemnity</u> - Payable on a 1-1-8-26 (1-8-26) basis.		
	<u>Major Medical</u> - Effective January 1, 1981, \$25 deductibles. (Previously \$25 single/\$50 family). Maximum payable \$10,000 (\$5,000) over 3 years.		
Pension Plan (new):	<u>Basic Benefit</u> - \$6.50 per month per year of past and future service. 100% company paid.		
Safety Footwear Allowance:	\$35 annually for designated employees. (Previously, \$30 initially and up to \$20 annually thereafter.)		

TEXTILE

Canadian Fabricated Products Ltd. at Stratford - Local 1325, Auto Workers (CLC) (750 plant employees): A 36-month renewal agreement effective from December 16, 1980 to December 15, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 16/80</u>	<u>Dec. 16/81</u>	<u>Dec. 16/82</u>
	COLA Fold-in	\$1.27		
	General Increases	40¢*	25¢	25¢
	Assembler	\$7.92 (\$6.25)	\$8.17	\$8.42
	Truck Driver	\$8.76 (\$7.09)	\$9.01	\$9.26
	Electrical Technician	\$10.36 (\$8.69)	\$10.61	\$10.86

*Includes 16¢ that would have been generated during the last quarter of the previous agreement had the COLA formula been scheduled to operate throughout.

Cost of Living Allowance: \$1.32 allowance was generated under the previous agreement. \$1.27 is folded into wages December 16, 1980, leaving a float of 5¢ remaining.

11 quarterly adjustments at 1¢ per 0.35 point change in the 1971 Consumer Price Index, using the average change for each quarter being compared. First adjustment will be March 1981 for the quarter December 1980 - February 1981 over September 1980 - November 1980. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: 14 days in the first year. 1 floating holiday to be celebrated December 23 is added in the second and third years for a total of 14 and 13 days, respectively. (Previously, 12 in the first year, 13 in the second and 14 in third.) Except for the addition of the new float, variances are due to the calendar at Christmas week shutdown.

Paid Vacation:	<u>Years of Service</u>	<u>Vacation Pay</u>		<u>Time Off</u>
		<u>% of Annual</u>	<u>Earnings or Hours of Pay*</u>	
	Less than 1 year	4%		None
	1-3 years	4%	80 hours	2 weeks
	3-6 years	5%	80 hours	2 weeks
	6-10 years	6%	120 hours	3 weeks

10-15 years	7%	120 hours	3 weeks
15-20 years	8%	160 hours	4 weeks
20 or more years	10%	200 hours	5 weeks

*Whichever is greater (new). Previously, no option; just receive vacation pay in terms of a percent of annual earnings. Otherwise no change in schedule.

Health and
Welfare:

Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage.
Effective December 16, 1981, \$11,000. Effective December 16, 1982, \$12,000.

Accident and Sickness - Coverage from first day if admitted to a hospital, as an out-patient, for a surgical procedure costing over \$25 (new).

Vision Care - \$60 (\$40) every 2 years for each employee and dependent.

Prescription Drug Plan - Add coverage for out-of-province/out-of-country.

Dental Plan - \$800 (\$650) maximum lifetime orthodontic coverage. \$1,000 (\$750) maximum annual coverage for all dental charges. Effective January 1, 1981, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1979 ODA fee schedule. Effective January 1, 1983, the 1980 fee schedule.

Pension Plan:

Basic Benefit - For retirements during first year of agreement, \$8 (\$6.50) per month per year of service. Effective in the second year, \$9. Effective in the third year, \$11.

Past Retirees or Surviving Spouse - First year of the agreement increase basic benefit by 75¢ per month per year of credited service. Effective in the second year an additional 75¢. Effective in the third year an additional 50¢.

Credited Year of Service/Work Qualification - Employee must work a minimum of 1700 hours per year to have that year credited (unchanged). If due to layoff, sickness or accident an employee falls short of 1700 hours, he may augment his actual hours worked by drawing from a non-renewable bank of 1530 hours (new).

Short Work
Week Benefits:

No benefits paid during 1981. Employer will fund the plan at the rate of 5¢ per hour worked. After 1981, benefits will only be payable if there is sufficient funding. The revised plan applies whenever an employee is scheduled for less than 40 hours of work per week. (The previous plan which did not require a direct employer contribution, only applied if an employee fell short of his weekly hours and the company recalled other employees out of order of seniority.)

Tool Insurance
(new):

If a tradesman tools are stolen, the employer will replace them.

CLOTHING

Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Que. and Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton, Ont. - Montreal Joint Board and Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC) (11,000 employees): Two 36-month renewal agreements effective from December 1, 1980 to November 30, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 7/81</u>	<u>Dec. 6/82</u>
General Increases		10%	8%	8%
Asst. Cutters/ Trimmers		\$6.37 3/4 (\$5.79 3/4)	\$6.88 3/4	\$7.43 3/4
Trimmers		\$7.87 (\$7.15 1/2)	\$8.50	\$9.18
Cutters		\$8.11 3/4 (\$7.38)	\$8.76 3/4	\$9.47

Cost of Living Allowance (new): Effective in the 2nd and 3rd years and using the Consumer Price Index - 1971=100 for November 1981 and November 1982, respectively as the bases, an amount equal to the year over year percentage difference above 8% is payable in a lump sum payment at the end of each contract year. COLA is calculated to the nearest 1/2% and capped at 2% in each year.

Hours of Work: 39 per week (unchanged).

Paid Holidays: 9 (unchanged).

Paid Vacation: 2 weeks after 1 year's service and 3 weeks after 3 years (unchanged).

Marriage Leave (new): 1 day with pay.

Maternity Leave: 18 (17) weeks without pay. May be extended for a total of 4 weeks if there are complications (new).

WOOD

Livingston Industries Ltd. at London, Tillsonburg and Hagersville and Livingston Mutual Warehousing Ltd. at London - Locals 2-89, 2-167 and 2-342, Woodworkers (AFL-CIO/CLC) (1,040 employees): Three 34 1/2-month renewal agreements effective from December 12, 1980 to October 31, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 1/80</u>	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>
	COLA Fold-in		10¢	10¢
	General Increases	50¢	40¢	47¢
	Sweeper	\$6.02 (\$5.52)	\$6.52	\$7.09
	Electrician	\$7.07 (\$6.57)	\$7.57	\$8.14
	Crane Operator (Licensed)	\$7.22 (\$6.72)	\$7.72	\$8.29
Cost of Living Allowance:	76¢ float continues. Monthly adjustments of 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100 above 6% in the first year, 4% in the second year and 5% in the third year. First year base is October 1980; second year base is October 1981; third year base is October 1982. (Previous formula similar.)			
Hours of Work:	40 per week (unchanged).			
Off-shift Premium:	30¢ (25¢) per hour. Effective November 1, 1982, 35¢.			
Paid Holidays:	12 (unchanged).			
Paid Vacation:	5 weeks after 18 (20) years' service and 6 weeks after 30 years (new). Also, according to provincial statute for less than 5 years, 3 weeks after 5 years and 4 weeks after 13 years (all unchanged).			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1981, \$12,000 (\$10,000) coverage. <u>Weekly Indemnity</u> - Benefit increases to \$180 (\$150). Maximum of 26 weeks (unchanged). <u>Dental Plan</u> - Effective January 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 ODA fee schedule.			
Pension Plan:	<u>Basic Benefit</u> - \$6.25 (\$6) per month per year of service for all employees retiring on or after January 1, 1982.			
Indirect Bonus:	<u>Incentive Bonus Paid to Certain Non-Incentive Workers</u> - Minimum of \$1.10 (\$1) per hour. Effective November 1, 1981, \$1.17. Effective November 1, 1982, \$1.25.			

PRIMARY METAL

Haley Industries Limited at Haley - Local 4820, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 17, 1980 to September 16, 1983, covering 325 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 16/80</u>	<u>Sept. 16/81</u>	
	General Increases	20¢	15¢	
	COLA Fold-in		20¢	
	Job Classification Adjustments	0-10¢		
	Job Class Increment		1¢	
	Job Class 4 (includes Plant Labour)	\$6.95 (\$6.75)	\$7.33	
	Job Class 25 (includes Patternmaker-Aircraft)	\$8.84 (\$8.64)	\$9.43	
	Effective	<u>Sept. 16/82</u>	<u>Mar. 16/83</u>	<u>Sept. 15/83</u>
	General Increases	20¢	10¢	
	COLA Fold-in	20¢		20¢
	Job Class Increment	1¢		
	Job Class 4	\$7.76	\$7.86	\$8.06
	Job Class 25	\$10.07	\$10.17	\$10.37

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1¢ for each 0.45 (0.5) point rise in the Consumer Price Index - 1971=100. Payable quarterly. Folded-in annually. Minimum guarantee 20¢ per year. (Previously, no guarantee.)

Shift Premium: 0-20¢-30¢ (0-15¢-25¢).

Holiday Pay: Employees on sick leave or on compensation receive holiday pay if they return to work within 9 (6) months of the holiday.

Paid Holidays: 1 floating holiday is added for a total 12.

Paid Vacation: Effective June 30, 1981, 5 weeks after 16 (20) years' service.
Effective June 30, 1982, 4 weeks after 9 (10) years.

Bereavement Leave:	Grandparents are added for up to 3 days' paid leave.
Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.
Injury Pay (new):	Employee receives pay at the normal rate for the balance of the shift on which the injury occurred, if unable to return to work.
Health and Welfare:	<p><u>Life Insurance and A.D. & D.</u> - \$15,000 (\$10,000) coverage.</p> <p><u>OHIP</u> - Effective March 16, 1981, employer pays 100% (80%) of premiums.</p> <p><u>Weekly Indemnity</u> - Benefit increases to \$150 (\$100) per week, payable on a 1-1-4-26 (1-7-26) basis. Effective September 16, 1982, \$175 per week.</p> <p><u>Major Medical</u> - Employer pays 100% (80%) of premium costs. \$15 deductible. (Previously, \$25 single/\$50 family).</p> <p><u>Drug Plan</u> - Employer pays 100% (80%) of premium costs. Deductible is \$2 per prescription. (Previously, \$25 single/\$50 family).</p> <p><u>Dental Plan (new)</u> - Effective March 16, 1981, employer pays 100% of premium costs for a basic plan.</p>
Meal Allowance:	\$2.50 (\$2.00).
Safety Boot Allowance:	\$45 (\$35) per year. Effective September 16, 1982, \$50. 2 pairs per year for melt room employees only (new).
Prescription Safety Glasses (new):	Employer contributes \$75 toward the cost of prescription safety lenses.
Union Negotiating Committee:	Up to 1 day's pay for proof reading the contract, for members of the negotiating committee.

METAL FABRICATING

Decor Metal Products at Midland - Local 1411, Auto Workers (CLC): A 36-month renewal agreement effective from November 12, 1980 to November 11, 1983, covering 428 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 12/80	Nov. 16/81	Nov. 15/82
General Increases		50¢	20¢	20¢
COLA Fold-in		\$1.45		
Skilled Trades Adjustment		5.6¢ on the average		
Class 1A (includes Inspector-Packer)		\$6.65 (\$4.70)	\$6.85	\$7.05

	<u>Nov. 12/80</u>	<u>Nov. 16/81</u>	<u>Nov. 15/82</u>	
Class 20 (includes Electrician)	\$9.03 (\$6.70)	\$9.23	\$9.43	
Cost of Living Allowance:	\$1.46 allowance was generated under the previous agreement. \$1.45 is folded into wages November 12, 1980, leaving a float of 1¢ to be paid into the UAW Education Program (unchanged). 1¢ per 0.45 point change in the Consumer Price Index - 1961=100. To be adjusted semi-annually, with the first adjustment on May 1, 1981. (Basic formula is unchanged.)			
Paid Vacation:	4 weeks after 14 (15) years' service and 5 weeks (new) after 25 years. Effective November 16, 1981, 4 weeks after 13 years and 5 weeks after 24 years. Effective November 15, 1982, 4 weeks after 12 years and 5 weeks after 23 years.			
Health and Welfare:	Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage. Effective November 16, 1981, \$10,750. Effective November 15, 1982, \$11,500. Weekly Indemnity - Benefit increases to \$130 (\$105) per week. Effective November 16, 1981, \$140. Effective November 15, 1982, \$150.			
Pension Plan:	Basic Benefit - \$6.50 (\$6.00) per month per year of service for future retirees. Effective November 16, 1981, \$7.00. Effective November 15, 1982, \$7.50. Benefits for current retirees increase by 40¢ in the first year and by 30¢ in the second and the third years.			
Mileage Allowance:	19 1/2¢ (19¢) per mile for Class 6A employees only. Effective November 16, 1981, 20 1/2¢. Effective November 15, 1982, 21¢.			
MACHINERY				
McKee Industries Limited at Elmira - Local 15085, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1981 to December 31, 1983, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.				
Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	35¢	30¢	25¢
	COLA Fold-in	69¢		
	Job Class 4 (includes Labour Pool)	\$6.86 (\$5.82)	\$7.16	\$7.41
	Job Class 18 (includes Tool Maker)	\$8.54 (\$7.50)	\$8.84	\$9.09

Cost of Living Allowance: 1¢ per 0.4 (0.45) point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. 75% of the float generated will be folded-in on January 1, 1982.

Effective in January 1982, 1¢ per 0.375 point increase in the CPI - 1971=100. 50% of the float will be folded-in on January 1, 1983.

Effective in January 1983, 1¢ per 0.35 increase in the CPI - 1971=100.

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Paid Holidays: Effective in 1982, 1 floating day is added for a total of 13 days.

Paid Vacation: Effective in 1982, 4 weeks after 11 (12) years' service and 5 weeks after 22 (23) years.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective January 1982, \$12,000. Effective January 1983, \$13,000 coverage.

Weekly Indemnity - Benefits of 66 2/3% of weekly earnings, payable on a 1-1-4-32 (1-4-32) basis.

Safety Shoe Allowance: \$35 (\$25) maximum per year.

KeepRite Incorporated at Brantford - KeepRite Workers' Independent Union: A
34-month renewal agreement effective from December 14, 1980 to September 30, 1983, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Dec. 14/80	Oct. 1/81	Oct. 1/82
General Increases		50¢	55¢	50¢
COLA Fold-in		50¢	50¢	50¢
Group 9 (includes General Labour)		\$6.695-\$6.805 (\$5.695-\$5.805)	\$7.745-\$7.855	\$8.745-\$8.855
Group 1 (includes Millwright-Maintenance)		\$6.955-\$7.355 (\$5.955-\$6.355)	\$8.005-\$8.405	\$9.005-\$9.405

Probationary period is 90 days. Maximum rates are reached on merit.

Cost of Living Allowance: \$1.92 allowance was generated under the previous agreement. 50¢ is folded into the base rate October 1, 1980, October 1, 1981 and October 1, 1982, leaving a float of 42¢.

1¢ per 0.35 (0.46) change in the Consumer Price Index - 1971 (1961) = 100. Triggers at 6% in the first and second year and 5% in the third year (previously 6%, 4% and 5%, respectively).

1¢ per 0.35 (0.46) change in the Consumer Price Index - 1971 (1961) = 100. Triggers at 6% in the first and second year and 5% in the third year (previously 6%, 4% and 5%, respectively).

Shift Premium:	0-25¢-30¢ (0-18¢-23¢). Effective October 1, 1981, 0-30¢-35¢. Effective October 1, 1982, 0-35¢-40¢.
Paid Holidays:	1 floating day is added for a total of 14 days.
Paid Vacation:	6 weeks at 12% (new) with 25 years' service or more and 5 weeks at 10% with 18 (20) years. Effective October 1, 1981, 4 weeks at 8% with 11 (12) years. Effective October 1, 1982, 4 weeks with 10 years.
Bereavement Leave:	Brother-in-law and sister-in-law are added for up to 3 days' paid leave.
Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.
Short Work Week (new):	Employer pays \$30 per day for each full day on temporary layoff up to a maximum of 5 days.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$16,000 (\$10,500) coverage. Effective October 1, 1981, \$17,000. Effective October 1, 1982, \$18,000. Coverage for spouse increases to \$2,000 (\$1,000) and for children \$1,000 (\$500). <u>Weekly Indemnity</u> - Maximum benefit increases to \$225 (\$200) per week or the UIC maximum, whichever is greater. Effective October 1, 1981, \$240. Effective October 1, 1982, \$255. <u>Dental Plan</u> - Orthodontic coverage is added for a lifetime maximum of \$1,500. Payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective October 1, 1981, the 1980 ODA fee schedule. Effective October 1, 1982, the 1981 schedule.
Pension Plan:	<u>Future Service Benefit</u> - \$13.50 (\$12.50) per month per year of service. Effective October 1, 1981, \$14.50. Effective October 1, 1982, \$15.50.
Family Income Protection Plan:	\$60,000 (\$50,000) maximum, triggers at \$45,000 (\$40,000). Effective October 1, 1981, \$65,000 and \$50,000, respectively. Effective October 1, 1982, \$70,000 and \$55,000, respectively.

TRANSPORTATION EQUIPMENT

Thrush Incorporated, formerly Gidon Industries Inc., at Toronto - Local 8039, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
	General	55¢	50¢
	Increases		

	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
Class 1	\$5.18 (\$4.63)	\$5.68
Tool Maker Fully Experienced	\$7.79 (\$7.24)	\$8.29
Shift Premium:	0-20¢-20¢ (0-17¢-17¢). Effective October 1, 1981, 0-22¢-22¢.	
Citizenship Leave:	8.5 (8) hours upon completion of Canadian Citizenship Test.	
Paid Vacation:	4 weeks after 14 (15) years' service.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$12,000 (\$10,000) coverage.	
Safety Shoe Allowance:	\$30 (\$28) maximum annually. Effective October 1, 1981, \$32 annually.	
Prescription Safety Glasses:	50% or \$30 (50% or \$25) whichever is greater annually towards the cost of prescription safety glasses.	

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc., Nipissing Works at North Bay - Nipissing Independent Union
(hourly-rated employees): A 12-month unscheduled wage reopener effective from December 5, 1980 to December 4, 1981, covering 28 employees, was mutually agreed upon between the parties.

Wages:	Effective	<u>Dec. 5/80</u>
	Increase	65¢-\$1.00*
	Serviceman II (Labourer)	\$7.85 (\$7.06)
	Mechanic - Class "A"	\$9.82 (\$8.84)

*Includes 58¢-85¢ increase negotiated in the original agreement as shown in the February 1980 Report on page 70.

Connaught Laboratories Ltd. at Toronto and Bolton - Employees' Association (Ind.)
(525 clerical and technical employees): A 12-month renewal agreement effective from August 1, 1980 to July 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Jan. 1/81</u>
	Increases	10.5% of mid-point of range	*

<u>Weekly rates</u>	<u>Aug. 1/80</u>	<u>Jan. 1/81</u>
Lab. Technician 1	\$220-\$240 (\$196-\$216)	\$220-\$235
Technical Specialist	\$397-\$437 (\$354-\$394)	\$397-\$427

*Restructing of Wage Schedule - Each classification to have 4 (3) steps. Progression based on time with advancement every 6 months. (Previously, based on merit.) Overall annual cost for adjustment is 1.2% of annual salaries.

Probationary period is 80 (90) days worked.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-30¢-30¢ (0-20¢-20¢).

Call-in Pay: Minimum of 4 (3) hours.

Standby Pay (new): \$1.25 for each hour on standby.

Seniority
During Lay-off: 12 (6) months recall rights.

Seniority
Grouping: Length of seniority measured as employee's continuous length of service with bargaining unit (previously with classification).

Telephone Calls:
(new): \$5 for each time employee is called at home for some job related information.

Paid Holidays: 1 float is added for a total of 12 days.

Paid Vacation: 5 weeks plus 1 day after 25 years' service, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years, 5 weeks plus 4 days after 28 years and 6 weeks after 29 years (all new). Also 2 weeks after 1 year, 3 weeks after 4 years, 4 weeks after 12 years and 5 weeks after 20 years (unchanged).

Health and
Welfare: Life Insurance - \$5,000 (\$2,000) coverage.

Dependent Life Insurance (new) - \$5,000 coverage for spouse;
\$2,500 per child.

Extended Medical and Semi-Private Hospitalization - Employer pays premiums (previously employee paid).

FORESTRY

American Can Canada Inc., Woodlands Division at Marathon - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Sept.1/80	Sept.1/81
General Increases		\$1.37	9 1/2 %
Skilled Trades Adjustment		38¢ for Class "A" tradesmen	
Labourer		\$10.01 (\$8.64)	\$10.96
Carpenter (qualified)		\$12.23 (\$10.48)	\$13.39
Shift Premium:	0-29¢-32¢ (0-27¢-30¢). Effective September 1, 1981, 0-32¢-35¢. 29¢ (27¢) per hour for each second shift worked for Cook, Baker, Second Cook, Cookee, Choreboy, Watchman and Caretaker. Effective September 1, 1981, 32¢.		
Premium Pay:	40¢ (35¢) per hour for tradesmen and helpers assigned to a bush garage, or to work in the yard of the main camp or central garage for 1 full shift or more; and to tradesmen, helpers and carpenters assigned to perform work of their trade away from a main camp or central garage.		
Holiday Pay:	Employees laid off 30 (21) days prior to the holiday receive pay for the holiday.		
Vacation Pay:	8% after 2,000 (2,400) days' service. Effective September 1, 1981, 6% after 800 (1,000) days and 10% after 4,000 (4,400) days		
Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.		
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$20,000) coverage. <u>OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plans</u> Employer contributes \$23.13 (\$21.09) per month for single employees and \$47.27 (\$42.63) per month for married employees. <u>Weekly Indemnity</u> - Benefit increases to \$250 (\$210) per week. Effective September 1, 1981, \$275. <u>Long Term Disability Plan</u> - Maximum monthly benefit increases to \$1,300 (\$800). Dental Plan: Effective January 1, 1981, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 ODA fee schedule.		
Mileage Allowance:	15¢ per kilometre or 24¢ (22¢) per mile. Effective September 1, 1981, 17¢ per kilometre or 27¢ per mile.		
Safety Apparel Allowance:	Employer sells safety pants at \$6 (\$5.50) below cost; safety boots at \$8 (\$5.50) below cost and safety gloves and mitts at \$5 (\$3.50) below cost, to the employees.		

Travel Allowance: Effective December 11, 1980, \$7.09 (\$5.91) per week. Effective September 1, 1981, \$8.15.

Fire and Theft Insurance: Maximum \$2,000 (\$1,500) coverage.

Power Saw Rentals: \$8 (\$7.25) per day for felling and limbing and \$9 (\$8.25) per day for bucking at a landing. Effective September 1, 1981, \$8.50 and \$9.50, respectively.

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Employees Association (CLC) (3,000 sales department employees): A 36-month renewal agreement effective from September 29, 1980 to September 25, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	<u>Sept. 29/80</u>	<u>Sept. 28/81</u>	<u>Sept. 27/82</u>
Special Adjustments	\$2.30 per week to maximum rates		\$2.30 per week to maximum rates
General Increases	12%	10.5%	10.5%

Weekly Rates

Passenger Agents and Communications Agents (0-54 months)	\$241.63-\$428.66 (\$215.74-\$380.43)	\$267.00-\$473.67	\$295.04-\$525.95
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Wage Reopener Provision: If the average of the monthly Consumer Price Index - 1971=100 for the period October 1, 1981 to September 30, 1982 increases by 12.5% or more over the average of the previous 12-month period, wages can be renegotiated for the period September 27, 1982 to September 25, 1983.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-38¢-45¢ (0-34¢-41¢). An additional 5¢ per hour for working irregular shifts (unchanged).

Longevity Pay: 10¢ per hour after 10 years' service, 15¢ after 15 years and 20¢ after 20 years. (Previously, 4¢ per hour after 10 years and an additional 1¢ per hour for each additional year of service thereafter, to a maximum of 14¢.)

Paid Holidays: 11 (unchanged).

Paid Vacation: 14 days after 1 year's service, 21 days after 5 years, 28 days after 10 years and 42 days after 30 years (all unchanged). Also 35 days after 18 (20) years for vacation earned in 1982, to be taken in 1983.

Health and
Welfare:

Vision Care Plan (new) - Effective January 1, 1981, company-paid plan, maximum benefit of \$60 per 24 consecutive calendar months for each employee and each eligible dependent.

The following provisions are effective January 1, 1981, for part-time employees:

Group Life Insurance - Two and one-half times the basic annual earnings to a maximum of \$20,000 coverage.

Supplementary Health Insurance - The company will pay the full cost. Maximum aggregate of the supplementary plan will be \$10,000.

Vision Care - Same benefits as those made available to full-time Passenger Agents.

(Previously, company paid 8¢ per hour for single and 14¢ per hour for married employees in lieu of coverage under group insurance plans.)

Air Canada, system-wide - Canadian Air Line Flight Attendants Association (CLC)
(3,500 employees): A 26-month renewal agreement effective from July 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	July 1/80	Dec. 1/80	Sept. 1/81
General Increases		6.25%	8.25%	11.25%
Flight Attendant (Jet - 2nd 6 months)		\$16.55 (\$15.58)	\$17.92	\$19.94
Assistant Purser (3rd year)		\$24.71 (\$23.26)	\$26.75	\$29.76
Purser, DC-8L (3rd year)		\$27.61 (\$25.99)	\$29.89	\$33.25
Flight Service Director (B-747)		\$31.60 (\$29.74)	\$34.21	\$38.06

Lump Sum Payment - In lieu of retroactive payment for period July 1 to December 1, 1980: Flight Attendant - \$1,000, Purser - \$1,100 and Flight Service Director - \$1,200.

Block Month: 1 additional guaranteed day off for Reserve, Regular and Supplemental Block holders during 33-day block months.

Night Flying Premium: Effective December 1, 1980, \$1 (50¢) per hour.

Paid Holidays: 9 per year, credited at the rate of 1.4 calendar days per statutory holiday and taken as vacation (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).

Health and Welfare: Dental Plan - Employer pays 100% (50%) of premiums.

Footwear Allowance (new): \$80 per year.

Uniform Allowance: Employer pays 50% of 3rd Bottom Uniform.

Uniform Cleaning Allowance: \$20 (\$12) per month, payable to Cabin Personnel.

RETAIL TRADE

Canada Safeway Ltd. at Belleville, Sault Ste. Marie, Toronto and other centres - Locals 206 and 486, Food and Commercial Workers* (AFL-CIO/CLC) (1,125 full- and part-time employees): Three 24-month renewal agreements effective from July 7, 1980 to July 3, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

*Previously, Retail Clerks.

Wages:	Effective	<u>July 7/80</u>	<u>Dec. 8/80</u>	<u>July 6/81</u>
	General Increases**			
	Full-time employees	\$35/week		\$30/week
	Part-time employees	65¢/hour		65¢/hour
	Adjustment			
	Produce Department Manager		\$5/week	
	<u>Full-time Hourly Rates***</u> (top of each scale)			
	Clerk Cashier - Wrapper 30 months	\$8.85 (\$7.93)		\$9.90
	Grocery - Produce Clerk	\$9.54 (\$8.62)		\$10.61
	Meat Cutter	\$9.98 (\$9.06)		\$11.06

**Employee hired after ratification will be placed on separate wage progressions reflecting lesser increases to most steps.

***Rates shown taken from wage grid applying to employees hired prior to ratification, 1978.

Provisions that follow apply to both full-time and part-time employees except where noted.

Cost of Living
Allowance (new)
(Full-time):

4 quarterly payments of \$39 each in the first year and \$91 per quarter in the second.

Hours of Work
(Full-time):

Effective July 6, 1981, 37 (38) per week.

Rest Period
(Part-time):

One paid 15 minute rest period during each 3 1/2 (4) consecutive hours of work.

Night Shift
Premium:

Effective December 8, 1980, 65¢ (50¢) per hour.

Keyman
Premium:

Effective December 8, 1980, 60¢ (40¢) per hour. Applies to an employee, who in the absence of the store manager or assistant store manager, is required to secure and lock up the store.

Relief
Premium:

Effective December 8, 1980, employees temporarily filling a classification excluded from the bargaining unit receive 70¢ (50¢) per hour above relieving employee's regular rate.
Effective July 6, 1981, 80¢ per hour.

Effective December 8, 1980, employees temporarily filling a classification within the bargaining unit receive 40¢ per hour (\$10 per week) above relieving employee's regular rate or the minimum rate of the new position whichever is greater.

Call-in and
Reporting Pay
(Part-time):

Non-students: 4 hours work or pay. Students: 3 hours work or pay, except stores that are not open for night shopping.
Provision for the latter case is 2 hours work or pay.
(Previously, 4 hours or pay for all cases provided there were 4 hours available from the time of reporting to work to store closing.)

Paid Holidays:

Full-time employees - 10 (unchanged).

Part-time employees - Provision according to provincial statute (unchanged).

Paid Vacation
(Full-time):

Less than 1 year of service prior to May 1st - 4% of earnings up to May 1st with option to take up to 2 weeks time off without pay. (Previously, if less than 6 months of service - 4% of earnings; if 6 months or more - 1 week of vacation with pay at 4 of earnings.)

4 weeks after 9 (10) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 16 years and 6 weeks after 25 years (all unchanged).

Vacation Pay
(Part-time):

Effective in 1981 and payable in 1982, 6% of annual earnings for 5 years (new). Also, 4% of annual earnings for less than 5 year (unchanged).

Christmas Bonus (Part-time): \$15 (\$10) if less than 6 months of continuous service as of December 1; \$25 (\$20) if 12 months or more.

Bereavement Leave: Daughter-in-law and son-in-law are added to definition of immediate family.

Jury Duty Clause: Full-time employees - Coverage is extended to include employees summoned as a witness to a court proceeding on behalf of the Company.

Part-time non-student employees - Covered for scheduled hours of work in a manner similar to the Jury Duty Clause for full-time employees (new).

Health and Welfare (Full-time): Long Term Disability Plan (new) - Effective July 6, 1981, provides 60% of employee's base weekly earnings to a maximum benefit of \$1,000 per month less income from other sources. Employees pay 1/2% of their weekly gross earnings towards the cost of the plan. Effective May 22, 1982, employer pays 100% of cost.

Negotiating Committee Pay (new): No loss of pay for time spent during normal working hours. Takes affect for the next round of negotiations.

Hiway Market Limited at Kitchener and Waterloo - Local 206, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1980 to September 30, 1982, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 26/81</u>
Increases		43¢-85¢ for full-time empls; 30¢-60¢ for part-time empls.	38¢-75¢ for full-time empls; 25¢-50¢ for part-time empls.
Clerk A		\$5.05-\$8.15 (\$4.62-\$7.30)	\$5.43-\$8.90
Part-time Clerk		\$3.61-\$7.05 (\$3.31-\$6.45)	\$3.86-\$7.55
Meat Cutter		\$6.74-\$9.35 (\$6.31-\$8.50)	\$7.12-\$10.10

Probationary period is 30 worked days. Maximum rates for Clerk A reached after 30 months and for Part-time Clerk and Meat Cutter after 36 months.

Paid Vacation: 4 weeks after 10 (12) years' service. Effective October 1, 1981, 5 weeks after 16 (18) years.

Health and Welfare: Weekly Indemnity - Benefits increase to \$150 (\$130) per week.

Pension Plan: 100% employer paid (new).

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1 1980 to August 31, 1982, covering 414 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 1 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	General Increases	9.7%	9.4%
	Teacher Category 1 0-10 years	\$15,035-\$25,637 (\$13,707-\$23,373)	\$16,446-\$28,043
	Teacher Category 4 0-11 years	\$17,869-\$32,500 (\$16,291-\$29,630)	\$19,546-\$35,550
	Vice Principal 0-3 years	\$36,591-\$39,586 (\$33,360-\$36,090)	\$40,025-\$43,301
	Principal 0-3 years	\$41,247-\$44,703 (\$37,605-\$40,755)	\$45,118-\$48,898

Responsibility Allowances:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	Curriculum Coordinator		
	Curriculum Assistant	\$3,392(\$3,230)	\$3,562
	Director and/or Major Head	\$2,625(\$2,500)	\$2,756
	Assistant Head	\$1,313(\$1,250)	\$1,379
	Minor Head	\$1,901(\$1,810)	\$1,996

Health and Welfare: OHIP - Effective September 1, 1981, employer pays 75% (55%) of premium costs.

Dental Plan - Effective January 1, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 ODA fee schedule.

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,025 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the post fact-finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/80
	General Increase (Teachers' Grid)	9.8%
	Teacher - Category I 0-11 years	\$16,150-\$26,767 (\$14,709-\$24,378)
	Teacher - Category IV 0-11 years	\$18,884-\$33,411 (\$17,199-\$30,429)
	Vice Principal 0-3 years	\$36,418-\$39,492 (\$33,164-\$35,959)
	Principal 0-3 years	\$41,897-\$45,806 (\$38,163-\$41,710)
Hourly Rates:	<u>Night School, Summer School</u> - \$17 for credit courses; \$15.75 for non-credit courses (previously \$15.75 for all courses).	
Summer School:	<u>Principal's Salary</u> - \$2,750 (\$2,700).	
Responsibility Allowances:	Director - \$2,800 (\$2,700) Major Head - \$2,550 (\$2,450) Minor Head - \$1,625 (\$1,525) Assistant Head - \$1,175 (\$1,075) Co-ordinator - \$2,800 (\$2,700) Assistant Co-ordinator - \$2,050 (\$1,950) Chairman - \$1,175 (\$1,075)	
Health and Welfare:	<u>Long Term Disability</u> - Disabilities due to drug, alcohol, or mental disorders now applicable. Employer pays 75% of premiums for fringe benefits of L.T.D. recipients for a prescribed period (new). If an employee's sick leave bank is not sufficient to cover the 180 day waiting period for L.T.D., the employer pays 75% of employee's salary during the shortfall period but subject to a \$7,500 maximum pay out.	
	<u>Dental Plan</u> - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.	
"4 Over 5 Years" Leave Plan (new):	Employee may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence.	

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the post fact-finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/80	Sept. 1/81
	General Increases	9.2%	9.3%

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Teacher - Level 1 0-6 years	\$12,003-\$16,041 (\$10,991-\$14,690)	\$13,125-\$17,535
Teacher - Level 4 0-11 years	\$15,169-\$25,003 (\$13,893-\$22,775)	\$16,584-\$27,408
Teacher - Level 7 0-11 years	\$17,944-\$32,178 (\$16,430-\$29,470)	\$19,617-\$35,171
Principals (Separate grid; varies by qualifications)*		
Category D 0-4 years	\$20,476-\$24,008 (\$18,681-\$21,903)	\$22,465-\$26,339
Category A 0-4 years	\$28,597-\$32,833 (\$26,087-\$29,954)	\$31,371-\$36,017

*Exclusive of applicable responsibility allowances which vary by number of teachers supervised and range from \$3,288 to \$6,138 (\$3,000-\$5,600). Effective from September 1, 1981, \$3,606 to \$6,732.

Cost of Living Allowance (new): \$15 for every 1/10% rise in the Consumer Price Index above the June 30, 1981 base. Triggers at 10.5%. Capped at \$225. Allowance to be pro-rated for part-time teachers and teachers employed for less than a full year. Payable prior to August 31, 1982.

Responsibility Allowances: Principals Classroom Replacement Allowance - \$265 (\$252) per year. Effective September 1, 1981, \$290. Applies in the case of a full-time classroom teacher whose duty it is to relieve principals from teaching in two or more schools.

Vice-Principal - \$2,646 (\$2,520). Effective September 1, 1981, \$2,891.

Co-ordinator of Special Services - \$4,830 (\$4,600). Effective September 1, 1981, \$5,026.

Consultant - \$3,006 (\$2,863). Effective September 1, 1981, \$3,285.

Adjustment Counsellor - Same as Consultant.

Assistant Supervisor - \$982 (\$935). Effective September 1, 1981, \$1,073.

Health and Welfare: Dental Plan - Effective September 1, 1981, employer pays 75% (70%) of premium costs.

Sault Ste. Marie and Area Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 395 employees, settled at post fact finder bargaining. Duration of negotiations - 11 months.

Wages:	Effective	Sept.1/80	Feb.1/81	Sept.1/81
	Average Increases	8.2%	4.2%	8%
	Teacher-Level 1 0-7 years	\$11,850-\$15,910 (\$10,890-\$14,775)	\$12,100-\$16,580	\$13,070-\$17,900
	Teacher-Level 4 0-11 years (0-10 years)	\$14,325-\$24,500 (\$13,295-\$22,795)	\$15,300-\$25,695	\$16,530-\$27,750
	Teacher-Level 7 0-12 years	\$16,980-\$31,620 (\$15,625-\$29,125)	\$18,270-\$32,130	\$19,760-\$34,700
Cost of Living Allowance:	Effective August 1981, 1% per 1% increase in the Consumer Price Index - 1971=100 above the August 1981 base. Triggered at 8.5%. Capped at 2.5% over annual salary 1981-1982. Lump sum payment in September 1982. Folded in to a maximum of 10.5% on the 1980/81 grid. (\$20 per 0.1% increase in the CPI. Triggered at 10%. Capped at \$400.)			
Health and Welfare:	<u>Life Insurance</u> - \$50,000 (\$40,000) coverage.			
Responsibility Allowances:	Principal - \$5,700 (\$5,000) Vice Principal - \$1,700 (\$1,540) Consultant - \$2,800 (\$2,680) Assistant Consultant - \$1,250 (\$1,160)			

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC) (chief caretakers and stationary engineers): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/81	July 1/81
	General Increases	8%	3%
	4th Class Engineer	\$8.75 (\$8.10)	\$9.01
	Chief Caretaker Code F	\$11.52 (\$10.67)	\$11.87

	Effective	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
General Increases		9%	3%
4th Class Engineer		\$9.82	\$10.11
Chief Caretaker Code F		\$12.94	\$13.33
Shift Premium:	0-4%-4% (0-31¢-31¢).		
Paid Holidays:	1 additional paid holiday for a total of 12 days.		
Paid Vacation:	26 days (new) after 25 years' service, 27 days (new) after 26 years, 28 days (new) after 27 years, 29 days after 28 (29) years		
Health and Welfare:	<u>Life Insurance</u> - \$100,000 (\$80,000) coverage. Employer pays 100% of premium costs for \$25,000 coverage (unchanged). <u>Extended Health Care</u> - Maximum \$400 (\$300) for hearing aids . \$60 (\$40) maximum every 24 months for prescription eyeglasses. <u>Dental Plan</u> - Effective January 1, 1982, employer pays 75% (50%) of premium costs.		

HEALTH AND WELFARE SERVICES

Salvation Army Grace Hospital at Windsor - Local 210, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 250 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General Increases	80¢ per hour	80¢ per hour
	<u>Monthly Rates</u>		
	Maid	\$999-\$1,044 (\$869-\$914)	\$1,129-\$1,174
	Registered Nursing Assistant	\$1,135-\$1,201 (\$1,005-\$1,071)	\$1,265-\$1,331
	Maintenance Man	\$1,215-\$1,279 (\$1,085-\$1,149)	\$1,345-\$1,409
	Probationary period is 60 working days. Maximum rates are reached after 1 year.		
Shift Premium:	Effective December 16, 1980, 0-\$1.95-\$1.95 (0-\$1.65-\$1.65).		
Paid Vacation:	3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years.		

Bereavement Leave: One day's leave upon death of grandchildren (new).

Health and Welfare: Life Insurance, OHIP, Dental Plan, Drug Plan - Employer contributes to premium cost for 4 weeks of a leave of absence (new).

Drug Plan - Employer pays 75% (66 2/3%) of premium cost.

Dental Plan - Employer pays 75% (50%) of premium costs.

Uniform Allowance (new): \$5 per month where uniform is required but not provided by employer.

Twenty-nine Ontario Hospitals* - Locals 101 and 100, Canadian Operating Engineers (CCU): 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, covering 200 employees, settled by arbitration. Duration of negotiations - 2 months.

*In addition, 4 other hospitals do not participate in the negotiations but follow the results.

Wages:	Effective	<u>Jan.1/81</u>
	General Increase	10%
	Helper	\$7.94 (\$7.22)
	4th Class Engineer	\$8.53 (\$7.75)
	3rd Class Engineer	\$9.24 (\$8.40)
	2nd Class Engineer	\$10.36 (\$9.42)

Shift Premium: 0-25¢-25¢ per hour. (Previously, 0-\$1.65-\$1.65 per shift.)

Overtime Pay: Double time for work performed on employees second subsequent and consecutive days of rest and for authorized overtime hours worked on a paid holiday beyond the regularly scheduled shift (new).

Call-in Pay: Minimum 4 hours at time and one-half. (Equal or more generous provisions already exist in 26 hospitals.)

Standby Pay: \$1.25 (\$1.00) per hour.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years (varies but generally 2 weeks after 1 year, 3 weeks after 4 years and 4 weeks after 13 years).

Health and Welfare: Life Insurance - Employer pays 90% of premium costs. (Previously, varied.)

Semi-Private Hospitalization - Employer pays 75% of premium costs. (Previously, varied.)

Extended Health Care - Employer pays 75% of premium costs. (Previously, varied.)

Dental Plan (new) - Employer pays 50% of premium costs for basic preventative plan based on the 1980 Ontario Dental Association fee schedule.

Participating Hospitals

Memorial Hospital, Bowmanville	Central Hospital, Toronto
Peel Memorial, Brampton	Etobicoke General Hospital
Public General Hospital, Chatham	Northwestern General Hospital, Toronto
St. Joseph's Hospital, Chatham	Riverdale Hospital, Toronto
Douglas Memorial Hospital, Fort Erie	St. Joseph's Health Centre, Toronto
Kemptville District Hospital	Scarborough Centenary Hospital
Kitchener-Waterloo Hospital	Toronto East General and Orthopaedic Hospital
Mississauga Hospital	Toronto General Hospital
Oshawa General Hospital	Toronto Western Hospital
Great War Memorial Hospital, Perth	Wellesley Hospital, Toronto
York Central Hospital, Richmond Hill	York-Finch General Hospital, Toronto
Hotel Dieu Hospital, St. Catharines	Hotel Dieu Hospital, Windsor
St. Catharines General Hospital	Windsor Metropolitan General Hospital
St. Joseph's Hospital, Sarnia	Windsor Western Hospital Centre (IODE Unit)
Smith Falls Community Hospital	

SERVICE TO BUSINESS MANAGEMENT

Brink's Canada Limited, province-wide - Locals 879, 91, 141, 938 and 880, Teamsters (Ind.): A 24-month renewal agreement effective from September 22, 1980 to September 19, 1982, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept.22/80	Dec.15/80	Sept.21/81
Increases:				
Regular full-time, extra messengers and assistant cashiers;		\$1.00		90¢
Regular full-time and extra guards and drivers;		90¢		90¢
Auxiliary employees		43¢		40¢
Guards, Cornwall (new)			\$8.60	\$9.50
Guard		\$9.81 (\$8.91)		\$10.71
Assistant Cashier, Cornwall (new)			\$9.03	\$9.93
Assistant Cashier		\$10.28 (\$9.28)		\$11.18

Holiday Pay:	Regular full-time employees and extra employees must work a minimum of 5 days during the month preceding a designated holiday in order to be paid. (Previously, 10 days for regular full-time employees. Provision is new for extra employees.)
Paid Holidays:	Extra employees are included to receive 10 days paid holidays (new). Minimum 4 hours work or pay at doubletime for extra employees required to work on a paid holiday or on Sunday (new).
Paid Vacation:	Extra employees are entitled to receive the same vacation benefits as regular full-time employees (new). Effective in 1981, 4 weeks after 12 (13) years' service. Effective in 1982, 4 weeks after 11 years.
Bereavement Leave:	Extra employees are entitled to receive the same benefit as regular full-time employees (new).
Court Witness and Crown Witness Pay (new):	Employer pays the difference between regular pay and fees received, for regular full-time and extra employees.
Jury Duty Pay:	Maximum 4 (2) weeks' pay. Extra employees are entitled to receive the same benefit as regular full-time employees (new).
Injury Pay:	Extra employees are entitled to receive pay for scheduled hours of work if injured and unable to continue work (new).
Range Practice Pay (new):	Employee receives regular pay twice annually when required to fire on the practice range.
Health and Welfare Fund:	Employer contributes \$92 (\$82) per month for regular full-time and extra employees on the payroll 30 days or more. Effective October 1, 1981, \$102.
Clothing Allowance:	Employer pays 50% of the cost up to a maximum of \$75 for approved bullet-proof vests, for regular full-time and extra employees (new).
Overnight Meal Allowance:	\$15 (\$12.50).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Professional and Technical Employees (Ind.) (1,075 translation group employees): A 9-month renewal agreement effective from December 5, 1980 to September 18, 1981, with wages retroactive to March 19, 1979, settled with mediation assistance after a series of work stoppages. Duration of negotiations - 21 months.

Wages:	Effective	Mar. 19/79	June 19/80
	General Increases	11.5%	11.5%
	<u>Annual Rates</u>		
	TR-1	\$11,820-\$22,180 (\$11,170-\$19,890)	\$12,830-\$24,740
	TR-2	\$20,805-\$26,940 (\$18,659-\$24,161)	\$23,198-\$30,038
	TR-3	\$25,940-\$32,031 (\$23,265-\$28,727)	\$28,923-\$35,175
	TR-4	\$28,635-\$34,329 (\$25,682-\$30,788)	\$31,928-\$38,277
Hours of Work:	37 1/2 per week (unchanged).		
Overtime Pay:	An employee who is required to work on a normal day of rest will be entitled to time and one-half for each hour worked, and double time on the second consecutive day of rest.		
Shift Premium:	0-30¢-40¢ (0-27¢-33¢).		
Weekend Premium:	35¢ (20¢) per hour for regularly scheduled work on Saturday and Sunday.		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	Effective April 1, 1981, 4 weeks after 8 (10) years' service. Also 3 weeks after 1 year and 5 weeks after 25 years (unchanged).		
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).		
Birth or Adoption Leave (new)*:	Maximum 1 day paid leave for male employee.		
Leave With Pay for Family Related Responsibilities (new)*:	Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of sick member of the employee's family, to maximum 5 days per year.		
	*Total leave with pay which may be granted for the family leave clauses will not exceed 5 days in a fiscal year (new).		
Meal Allowance:	\$3.50 (\$3.10) for 3 hours or more of overtime.		

Government of Canada (Treasury Board) - Economists', Sociologists' and Statisticians' Association (Ind.) (2,275 employees): A 7-month renewal agreement effective from December 8, 1980 to June 30, 1981, with wages retroactive to June 23, 1980, settled by arbitration. Duration of negotiations - 8 months.

Wages: Effective June 23/80

Increase

ES-1 to ES-6	9%
ES-7 and ES-8	8.5%

Annual Rates

ES-1	\$13,527-\$22,370 (\$12,410-\$20,523)
ES-3	\$24,221-\$28,145 (\$22,221-\$25,821)
ES-5	\$34,552-\$39,532 (\$31,699-\$36,268)
ES-7	\$43,921-\$47,859 (\$40,480-\$44,110)

Hours of Work:	37 1/2 per week (unchanged).
Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
Sick Leave:	5 (3) day's consecutive leave without a medical certificate; 10 (7) days uncertified leave per year. Sick leave credits will be restored for laid off employees who are reappointed within one year to the public service (new).
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).
Severance Pay:	1 week's pay per year of service to a maximum of 26 weeks, for an employee who is released for incapacity (new).
Overtime Meal Allowance:	\$3.75 (\$3.50) for 3 hours or more and \$2.75 after an additional 3 hours (new).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 6-month renewal agreement effective from January 9, 1981 to July 20, 1981, with wages retroactive to July 21, 1980, covering 207 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective July 21/80

Average Increase

9.8%

DS-1 \$14,000-\$20,002
 (\$13,538-\$18,300)

July 21/80

DS-6 \$44,309-\$49,759
 (\$40,650-\$45,650)

Previous rates for DS-6 reflect the restructuring of the wage scale.

Paid Vacation: 4 weeks after 8 (12) years' service.

Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employee's family.
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Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (500 meteorology group employees): An 18-month renewal agreement effective from December 23, 1980 to June 22, 1982, with wages retroactive to June 23, 1980, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	June 23/80	June 23/81
	General Increases	9%	9%
	<u>Annual Rates</u>		
	MT-2	\$19,336-\$26,506 (\$17,739-\$24,317)	\$21,076-\$28,892
	MT-5	\$29,949-\$33,871 (\$27,476-\$31,074)	\$32,644-\$36,919
	MT-8	\$38,696-\$43,432 (\$35,501-\$39,846)	\$42,179-\$47,341

Hours of Work: 37 1/2 per week (unchanged). Upon request of an employee and the concurrence of the employer, an employee may complete his weekly hours of employment in a period of other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).

Shift Premium: 0-37.5¢-37.5¢ (0-30¢-35¢). Effective June 23, 1981, 0-40¢-40¢.

Weekend Premium: 30¢ (25¢) per hour for regularly scheduled hours. Effective June 23, 1981, 35¢ per hour.

Acting Pay: Qualifying period is 10 (15) consecutive working days.
Designated paid holidays are considered as days worked for this purpose (new).

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Meal Allowance: Effective June 23, 1981, \$4 (\$3.25) for 3 or more hours overtime and \$3 (\$2.50) for each 4-hour period thereafter.

Severance Pay: 1 week's pay per year of service to a maximum of 26 weeks for an employee who has more than 1 year of continuous service and is rejected on probation (new). On resignation, 1/2 week's pay for each year of service to a maximum of 13 weeks (previously qualifying period 10 years).

Part-time Employees (new): Benefits are provided in the same proportion as their weekly hours of work compared with the normal scheduled weekly hours of full-time employees.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (1,925 scientific research group employees): A 19-month renewal agreement effective from December 2, 1980 to June 22, 1982, with wages retroactive to June 23, 1980, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 23/80</u>	<u>July 23/81</u>
	Increases	9.5% on the average	8.3%
	<u>Annual Rates</u>		
	RS-1	\$21,445-\$28,215 (\$19,442-\$25,580)	\$23,225-\$30,557
	RS-4	\$41,374-\$52,048 (\$37,958-\$47,750)	\$44,808-\$56,368
	Research Manager 2	\$37,703-\$47,448 (\$34,590-\$43,530)	\$40,832-\$51,386

Previous rates for RS-1 reflect the restructuring of the wage scale.

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Field Survey Allowance: \$275 (\$225) for each 30 calendar days.

Severance Pay: 1 week's pay per year of service to a maximum of 26 weeks for an employee who has more than 1 year of continuous service and is released for incapacity (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
 (1,800 drafting and illustration group employees): A 9-month renewal agreement effective from December 22, 1980 to September 13, 1981, with wages retroactive to September 15, 1980, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept.15/80</u>	<u>Feb. 16/81</u>
	General Increases	9.5%	4% (non-compounded)
	<u>Annual Rates</u>		
	DD-1	\$12,066-\$14,600 (\$11,019-\$13,333)	\$12,507-\$15,133
	DD-5	\$22,051-\$24,347 (\$20,138-\$22,235)	\$22,857-\$25,237
	DD-9	\$28,250-\$31,267 (\$25,799-\$28,554)	\$29,282-\$32,409
Hours of Work:	37 1/2 per week (unchanged).		
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).		
Paid Holidays:	11 (unchanged).		
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).		
Leave With Pay for Family Related Responsibilities (new):	Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of sick member of the employee's family, to maximum 5 days per year.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
 (2,000 financial administration group employees): A 7-month renewal agreement effective from December 12, 1980 to June 22, 1981, with wages retroactive to June 23, 1980, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 23/80</u>
	General Increase	9.5%
	<u>Annual Rates</u>	
	FI-1	\$19,094-\$21,405 (\$17,437-\$19,548)

June 23/80

FI-3	\$23,767-\$26,657 (\$21,705-\$24,344)
FI-5	\$32,299-\$36,285 (\$29,497-\$33,137)
FI-6	\$33,300-\$41,500 (\$30,400-\$37,900)

Hours of Work:	37 1/2 per week (unchanged). Upon request of an employee and the concurrence of the employer, an employee may complete his weekly hours of employment in a period of other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).
Acting Pay:	FI-5 level now included after 10 day qualifying period (new).
Overtime Pay:	Compensation to be provided to the FI-6 level (new).
Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
Bereavement Leave:	On request the Deputy Head of a department may, after considering the particular circumstances involved, grant leave with pay for a greater period than that provided for.
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).
Sick Leave:	10 (7) days uncertified leave per year.
Leave With Pay for Family Related Responsibilities (new):	Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employee's family, to maximum 5 days per year.
Meal Allowance:	\$4 (\$3.75) after 3 hours' overtime.
Penological Factor Allowance:	\$1,200 (\$1,000) per annum.

LOCAL ADMINISTRATION

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC) (515 employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 14 months.

Wages: Effective Jan. 1/80

General Increase 10.25%

Annual Rates

Firefighter \$19,013
Third Class (\$17,246)

Firefighter \$24,155
First Class (\$21,909)

Platoon Chief \$33,083
 (\$30,007)

Hours of Work: 42 per week on a 4-week cycle (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 10 (13) years' service. Also 2 weeks after 1 year
3 weeks after 3 years and 5 weeks after 18 years (unchanged).

Health and Life Insurance - Effective following arbitration award, employer
Welfare: contributes \$23.33 (\$16.75) per employee per month.

Dental Plan (new) - Effective following arbitration award, costs
to be shared 75% by employer and 25% by employee.

Scarborough Borough Corporation - Local 6261, Fire Fighters (AFL-CIO/CLC): A 12-
month renewal agreement effective from January 1, 1980 to
December 31, 1980, covering 384 employees settled by arbitra-
tion. Duration of negotiations - 11 months.

Wages: Effective Jan. 1/80 July 1/80

General Increases 8.0% 2.16%

4th Class \$17,632 \$18,014
Fire Fighter (\$16,326)

1st Class \$23,509 \$24,018
Fire Fighter (\$21,768)

District \$30,562 \$31,223
Chief (\$28,298)

Paid Vacation: 3 weeks after 2 (5) years' service, 4 weeks after 10 (12) years,
5 weeks after 18 (20) years and 6 weeks after 24 (25) years.

Service Pay: \$55 annually after 7 years' service, \$110 after 12 years, \$165
after 17 years and \$220 after 22 years. (Previously \$50 annually
after 8 years' service, \$100 after 13 year, \$150 after 18 years
and \$200 after 23 years.

Health and Eyeglasses (new) - Employer pays 100% of premium costs for plan
Welfare: providing \$50 maximum annually per family member.

June 23/80

FI-3	\$23,767-\$26,657 (\$21,705-\$24,344)
FI-5	\$32,299-\$36,285 (\$29,497-\$33,137)
FI-6	\$33,300-\$41,500 (\$30,400-\$37,900)

Hours of Work:	37 1/2 per week (unchanged). Upon request of an employee and the concurrence of the employer, an employee may complete his weekly hours of employment in a period of other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).
Acting Pay:	FI-5 level now included after 10 day qualifying period (new).
Overtime Pay:	Compensation to be provided to the FI-6 level (new).
Paid Holidays:	11 (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
Bereavement Leave:	On request the Deputy Head of a department may, after considering the particular circumstances involved, grant leave with pay for a greater period than that provided for.
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).
Sick Leave:	10 (7) days uncertified leave per year.
Leave With Pay for Family Related Responsibilities (new):	Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employee's family, to maximum 5 days per year.
Meal Allowance:	\$4 (\$3.75) after 3 hours' overtime.
Penological Factor Allowance:	\$1,200 (\$1,000) per annum.

LOCAL ADMINISTRATION

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC) (515 employees): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	Jan. 1/80
	General Increase	10.25%
	<u>Annual Rates</u>	
	Firefighter Third Class	\$19,013 (\$17,246)
	Firefighter First Class	\$24,155 (\$21,909)
	Platoon Chief	\$33,083 (\$30,007)
Hours of Work:	42 per week on a 4-week cycle (unchanged).	
Paid Holidays:	11 (unchanged).	
Paid Vacation:	4 weeks after 10 (13) years' service. Also 2 weeks after 1 year 3 weeks after 3 years and 5 weeks after 18 years (unchanged).	
Health and Welfare:	<u>Life Insurance</u> - Effective following arbitration award, employer contributes \$23.33 (\$16.75) per employee per month.	
	<u>Dental Plan (new)</u> - Effective following arbitration award, costs to be shared 75% by employer and 25% by employee.	

Scarborough Borough Corporation - Local 6261, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 384 employees settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/80	July 1/80
	General Increases	8.0%	2.16%
	4th Class Fire Fighter	\$17,632 (\$16,326)	\$18,014
	1st Class Fire Fighter	\$23,509 (\$21,768)	\$24,018
	District Chief	\$30,562 (\$28,298)	\$31,223
Paid Vacation:	3 weeks after 2 (5) years' service, 4 weeks after 10 (12) years, 5 weeks after 18 (20) years and 6 weeks after 24 (25) years.		
Service Pay:	\$55 annually after 7 years' service, \$110 after 12 years, \$165 after 17 years and \$220 after 22 years. (Previously \$50 annually after 8 years' service, \$100 after 13 year, \$150 after 18 years and \$200 after 23 years.		
Health and Welfare:	<u>Eyeglasses (new)</u> - Employer pays 100% of premium costs for plan providing \$50 maximum annually per family member.		

Technological Changes (new):	90 days notification for substantial technological change. 75 days notification of effects of changes on any employee.
Contracting Out (new):	No work customarily performed by an employee covered by the agreement shall be performed by any non-bargaining unit person.

ADDENDUM

JULY 1980 Settlements

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario, the Industrial Contractors Association of Canada and the Interior Systems Contractors Association of Ontario, province-wide Ontario Provincial Council, Carpenters (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 22-month renewal agreement effective from July 7, 1980 to April 30, 1982, covering 12,000 employees, settled with mediation assistance during a work stoppage and ratified in July, 1980. Duration of negotiations - 6 months.

MASTER AGREEMENT

Effective	<u>July 7/80</u>	<u>May 1/81</u>
<u>Local 785, Cambridge</u>		
Journeyman	\$11.55 (\$10.59)	\$12.50

Health and Welfare: Employer contributes 55¢ (50¢) per hour worked.

Pension Plan: Employer contributes 30¢ (15¢) per hour worked. Effective May 1, 1981, 45¢.

Board Allowance: \$21.80 (\$19.80) per night. Effective May 1, 1981, \$24.

Mileage Allowance: 26¢ (25¢) per mile. Effective May 1, 1981, 28¢.

Travelling Allowance: \$11.50 (\$10.50) per day. Effective May 1, 1981, \$12.60.

Local 18, Hamilton

Journeyman	\$13.62 (\$12.67)	\$14.70
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Welfare and Pension: Employer contributes \$1.61 (\$1.40) per hour worked. Effective May 1, 1981, \$1.62.

Mileage Allowance: 23¢ (21¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Effective July 7/80 May 1/81

Local 249, Kingston

Journeyman	\$14.27 (\$13.14)	\$15.36
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Mileage Allowance: 22¢ (19¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Lake Ontario District Council: Local 572 - Belleville, Local 107 - Cobourg, Local 397 - Oshawa and Local 1450 - Peterborough

Journeyman, Peterborough	\$12.53 (\$11.57)	\$13.48
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Journeyman, Belleville, Cobourg and Oshawa	\$12.81 (\$11.85)	\$13.76
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Bosun Chair Premium (new): \$1.50 per hour.

Health and Welfare: Employer contributes 55¢ (50¢) per hour worked.

Pension Plan: Employer contributes 30¢ (15¢) per hour worked. Effective May 1, 1981, 45¢.

Local 93, Cornwall and Ottawa

Journeyman, Cornwall	\$11.64 (\$10.55)	\$12.59
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Journeyman, Ottawa	\$13.41 (\$12.32)	\$14.37
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Pension Plan: Employer contributes 30¢ (25¢) per hour worked. Effective May 1, 1981, 45¢.

Board Allowance (Zone #1 only): \$24.20 (\$22.00) per day. Effective May 1, 1981, \$26.60.

Mileage Allowance: 25¢ (23¢) per mile in Zone 1. Effective May 1, 1981, 28¢. 23¢ (22¢) per mile in Zone 2. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Effective July 7/80 Sept. 1/80 May 1/81

Local 1256, Sarnia

Journeyman	\$13.74 (\$12.63)	\$13.69	\$14.78
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Health and Welfare: Effective September 1, 1980, employer contributes 65¢ (60¢) per hour worked.

Apprenticeship and Training Fund (new): Employer contributes 3¢ per hour worked.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
<u>Local 466 Sault Ste Marie</u>		
Journeyman	\$12.73 (\$11.77)	\$13.68

Shift Premium: \$1.45 (\$1.25) per hour. Effective May 1, 1981, \$1.65.

Health and Welfare: Employer contributes 55¢ (50¢) per hour worked.

Pension Plan: Employer contributes 30¢ (15¢) per hour worked. Effective May 1, 1981, 45¢.

Board Allowance: \$19.40 (\$17.60) per day. Effective May 1, 1981, \$21.30.

Mileage Allowance: 22¢ (19¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

	<u>Local 2486, Sudbury</u>	
Journeyman	\$13.01 (\$12.05)	\$13.96

Health and Welfare: Employer contributes 55¢ (50¢) per hour worked.

Pension Plan: Employer contributes 30¢ (15¢) per hour worked. Effective May 1, 1981, 45¢.

Board Allowance: \$18.10 (\$16.50) per day. Effective May 1, 1981, \$19.90.

Mileage Allowance: 25¢ (23¢) per mile. Effective May 1, 1981, 28¢.

	<u>Toronto District Council, OLRB Area # 8</u>	
Journeyman	\$13.67 (\$12.74)	\$14.58

Health and Welfare: Employer contributes 67¢ (62¢) per hour worked. Effective May 1, 1981, 72¢.

Pension Plan: Employer contributes 85¢ (70¢) per hour worked. Effective May 1, 1981, \$1.00.

Apprenticeship Fund: Employer contributes 4¢ (2¢) per hour worked.

Travelling Allowance: \$3.40 (\$3.00) per day in Zone 2. Effective May 1, 1981, \$4.00.
\$3.90 (\$3.50) per day in Zone 3. Effective May 1, 1981, \$4.50.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
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Western Ontario District Council

Local 1946, London

Journeyman	\$12.73 (\$12.09)	\$13.82
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Health and Welfare: Employer contributes 55¢ (35¢) per hour worked.

Pension Plan: Employer contributes 50¢ (15¢) per hour worked.

Board Allowance: \$20.60 (\$18.70) per day worked. Effective May 1, 1981, \$22.70.

Mileage Allowance: 22¢ (20¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Travelling Allowance: \$4.30 (\$3.90) per day in Zone 2. Effective May 1, 1981, \$4.70. \$8.00 (\$7.30) per day in Zone 3. Effective May 1, 1981, \$8.80. \$11.80 (\$10.70) per day in Zone 4. Effective May 1, 1981, \$13.00.

Local 494, Windsor

Journeyman	\$12.82 (\$11.68)	\$13.91
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Board Allowance: \$60.50 (\$55) per week. Effective May 1, 1981, \$66.50.

Mileage Allowance: 23¢ (21¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Travelling Allowance: \$4.50 (\$4.10) per day outside the free zone in Kent and Essex County. Effective May 1, 1981, \$4.90. \$8.50 (\$7.70) per day outside the free zone and the 20 mile area in Essex County. Effective May 1, 1981, \$9.30.

A. ACOUSTIC AND DRYWALL APPENDIX

In respect to wages, hours of work, overtime, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in the Appendix, the schedule for Carpenter in the master portion of the Agreement shall apply.

Local 785, Cambridge

Journeyman	\$11.55 (\$10.59)	\$12.50
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Health and Welfare: Employer contributes 55¢ (50¢) per hour worked.

Pension Plan: Employer contributes 30¢ (15¢) per hour worked. Effective May 1, 1981, 45¢.

Board Allowance: \$21.80 (\$19.80) per work day. Effective May 1, 1981, \$24.00.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
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Local 249, Kingston

Journeyman	\$14.27 (\$13.14)	\$15.36
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Mileage Allowance: 22¢ (19¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Travelling Allowance: \$3.80 (\$3.50) per day from 15 miles up to 25 miles. Effective May 1, 1981, \$4.20.

\$7.10 (\$6.50) per day from 25 miles. Effective May 1, 1981, \$7.80.

Local 2041, Ottawa

Journeyman	\$12.32 (\$11.36)	\$13.41
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Pension Plan: Employer contributes 50¢ (30¢) per hour worked.

Lake Ontario District Council: Local 572 - Belleville, Local 1071 - Cobourg, Local 397 - Oshawa and Local 1450 - Peterborough

Local 38, St. Catharines

Journeyman	\$13.76 (\$13.13)	\$14.44
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Health and Welfare: Employer contributes 55¢ (new) per hour worked.

Pension Plan: Effective May 1, 1981, employer contributes 45¢ per hour worked.

Board Allowance: \$27.50 (\$25) per work day. Effective May 1, 1981, \$28.

Mileage Allowance: 14¢ (13¢) per Km. Effective May 1, 1981, 15¢. Effective March 1, 1982, 17¢.

Travelling Allowance: \$3.80-\$13.70 (\$3.50-\$12.50) per day. Effective May 1, 1981, \$4.20-\$15.10.

Local 675, Toronto (new)

Journeyman	\$12.29	\$13.38
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Health and Welfare: Employer contributes 75¢ per hour worked.

Pension Plan: Employer contributes 50¢ per hour worked.

Supplementary Unemployment Benefit: Employer contributes 10¢ per hour worked.

Board Allowance: \$28 per work day.

Mileage Allowance: 27¢ per mile. Effective May 1, 1981, 28¢.

The following provision is applicable to all acoustic and drywall locals:

Council Promotion Fund: Employer contributes 3¢ (2¢) per hour earned for all locals except Ottawa, where it remains unchanged at 2¢. (Provision is new for Pembroke, Sarnia and Toronto Locals.)

B CAULKING APPENDIX

In respect to wages, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in the Appendix, the schedule for Carpenter in the master portion of the agreement shall apply.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
<u>Local 1747, Toronto</u>		
Journeyman	\$11.44 (\$10.55)	\$12.40

Health and Welfare: Employer contributes 67¢ (55¢) per hour worked. Effective May 1, 1981, 72¢.

Mileage Allowance: 22¢ (18¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

C RESILIENT FLOOR WORKERS APPENDIX

In respect to wages, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in the Appendix, the schedule for Carpenter in the master portion of the Agreement shall apply.

<u>Local 18, Hamilton</u>		
Journeyman	\$11.74	\$12.73
Resilient Floor and Carpet Layer	(\$10.92)	

Welfare and Pension: Employer contributes \$1.61 (\$1.40) per hour worked. Effective May 1, 1981, \$1.62.

<u>Local 93, Cornwall and Ottawa</u>		
Journeyman	\$12.06	\$12.93
Resilient Floor and Carpet Layer	(\$11.11)	

Pension Plan: Employer contributes 30¢ (25¢) per hour worked. Effective May 1, 1981, 45¢.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
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Local 38, St Catharines

Journeyman	\$12.32	\$12.91
Resilient Floor and Carpet Layer	(\$11.82)	

Health and Welfare (new): Employer contributes 55¢ per hour worked.

Pension Plan (new): Effective May 1, 1981, employer contributes 45¢ per hour worked.

Mileage Allowance: 22¢ (19¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Travelling Allowance: \$3.80-\$7.10 (\$3.50-\$6.50) per day for 0-20 miles outside free zone. Effective May 1, 1981, \$4.20-\$7.80.

\$9.30 (\$8.50) per day beyond 20 miles outside free zone. Effective May 1, 1981, \$10.20.

Local 2965, Toronto

Journeyman	\$12.00	\$12.82
Resilient Floor and Carpet Layer	(\$11.18)	

Health and Welfare: Employer contributes 75¢ (65¢) per hour worked. Effective May 1, 1981, 85¢.

Pension Plan: Employer contributes 45¢ (35¢) per hour worked. Effective May 1, 1981, 55¢.

Mileage Allowance: 22¢ (18¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Western Ontario District Council

i) Goodrich, London, Owen Sound and Stratford

Journeyman	\$11.58	\$12.58
Resilient Floor and Carpet Layer	(\$11.08)	

Health and Welfare: Employer contributes 55¢ (35¢) per hour worked.

Pension Plan: Employer contributes 50¢ (15¢) per hour worked.

Board Allowance: \$20.60 (\$18.70) per work day. Effective May 1, 1981, \$22.70.

Mileage Allowance: 22¢ (20¢) per mile. Effective May 1, 1981, 25¢. Effective March 1, 1982, 28¢.

Travelling Allowance: \$4.30 (\$3.90) per day in Zone 2. Effective May 1, 1981, \$4.70.
\$8.00 (\$7.30) per day in Zone 3. Effective May 1, 1981, \$8.80.
\$11.80 (\$10.70) per day in Zone 4. Effective May, 1981, \$13.00.

Effective	<u>July 7/80</u>	<u>May 1/81</u>
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ii) Windsor

Journeyman	\$12.14	\$13.14
Resilient Floor and Carpet Layer	(\$11.14)	

The following provisions apply to all member locals of the Master Agreement and its Appendices:

Clothing Allowance: \$85 (\$65 - remains unchanged for Resilient Floor Workers Locals.)

Tool Allowance: \$500 (\$400 - remains unchanged for Resilient Floor Workers Locals.)

The Roofing Employer Bargaining Agency of the Ontario Industrial Roofing Contractors' Association - Locals 30, 47, 235, 269, 392, 397, 473, 504, 537, 539 and 562 Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 1,400 employees, settled with mediation assistance and ratified in July, 1980. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	Increases	19¢-91¢	73¢-91¢
	Roofers #1 (Toronto, Local 30)	\$13.77 (\$12.86)	\$14.68
	Roofer #2 (Ottawa, Local 47)	\$10.57 (\$10.00)	\$11.30
	Welfare Plan (new):	15¢ per hour	30¢ per hour
	Pension Fund:	15¢ (unchanged)	20¢ per hour
	Roofer #2 (Windsor, Local 235)	\$11.81 (\$11.10)	\$12.72
	Roofer #2 (Kingston, Local 269)	\$10.77 (\$9.94)	\$11.67
	Roofer #2 (Belleville, Local 269)	\$10.75 (\$9.84)	\$11.66
	Roofer #2 (Peterborough, Local 392)	\$10.84 (\$9.94)	\$11.74

	<u>May 1/80</u>	<u>May 1/81</u>
Roofer #2 (Thunder Bay, Local 397)	\$10.40 (\$9.54)	\$11.31
Pension Plan (new):	10¢ per hour	10¢ per hour
Roofer #2 (London, Local 473)	\$10.92 (\$10.22)	\$11.83
Welfare Fund:	54¢ (44¢) per hour	54¢ per hour
Roofer #2 (Sudbury, Local 504)	\$10.18 (\$9.35)	\$11.09
Roofer #2 (Sault Ste Marie, Local 504)	\$8.94 (\$8.75)	\$9.85
Welfare Fund (new):	62¢ per hour	62¢ per hour
Roofer #2 (Hamilton and Brantford Local 537)	\$12.54 (\$11.63)	\$13.45
Roofer #2 (Sarnia, Local 539)	\$12.18 (\$11.41)	\$13.09

	<u>May 1/80</u>	<u>May 1/81</u>
Effective		
Roofer #2 (Kitchener, Local 562)	\$10.33 (\$9.55)	\$11.24
Welfare Fund:	40¢ (35¢) per hour	40¢ per hour

Pitch Roof Premium: 35¢ (15¢) per hour. Effective May 1, 1981, 50¢.

Vacation Pay: 10%. (Previously, 9% for Belleville, Kingston, Sudbury, Sarnia and Kitchener and 8% for Ottawa and Sault Ste Marie. All other locals unchanged.)

Reporting Pay: \$23 (\$18) per day for Toronto and \$16 (\$15) for Sault Ste Marie.

Board Allowance: \$26 (\$18) per day for Ottawa, \$15 (\$12) per day between a 25 to 50 mile radius from Hamilton City Hall and \$13.50 (\$11) per day for Kitchener. All other locals increase by \$5 per day.

Car Allowance: 3¢ increase per mile and per passenger for all locals.

Commuting Allowance: \$10 (\$9) per day to a maximum of \$70 (\$63) for 7 days when working within 50 miles of Toronto, Sudbury and Sault Ste Marie City Halls. \$16 (\$15) per day to a maximum of \$112 (\$105) for 7 days when working beyond 50 miles from Sudbury and Sault Ste Marie City Halls. \$23 (\$18) to a maximum of \$161 (\$126) for 7 days when working beyond 50 miles from Toronto City Hall.

Zone Allowance: \$1 per day increase for all locals.

September 1980 Settlement

RETAIL TRADE

Dominion Stores Limited at Sault Ste Marie and various centres in northern Ontario
Various Locals, Retail, Wholesale and Department Store Union
(AFL-CIO/CLC) (full and part-time retail employees): Two
 20-month renewal agreements effective from September 30, 1980 to
 May 13, 1982, with wages retroactive to May 14, 1980, covering
 950 employees, settled with mediation assistance and ratified in
 September, 1980. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 14/80</u>	<u>May 11/81</u>
	General Increases		
	<u>Full-time employees</u>	\$35/week	\$30/week
	<u>Part-time employees</u>	65¢/hour	65¢/hour
	Additional Adjustments	\$5/week for Department Managers	
	Weekly Rates	May 14/80	May 11/81
	Clerk "A"	\$217.10-\$336.40 (\$199.60-\$301.40)	\$232.10-\$366.40*
	Meat Cutter (all areas except	\$356.40-\$379.50 (\$337.40-\$359.90)	\$386.40-\$409.40*
	<u>Hourly Rates</u>		
	Students	\$3.94-\$7.35 (\$3.61-\$6.70)	\$4.27-\$8.00
	Non-Students	\$4.19-\$7.35 (\$3.86-\$6.70)	\$4.52-\$8.00

*Rates reflect the reduction in weekly hours.

NOTE: Increases will be prorated from 50% at the start to 100% at the top of each classification for Clerks A and B, Store Porters and part-time employees hired after ratification. Previous rates represent the higher of two schedules prevailing under the former agreement. In particular these rates apply to employees hired before October 1, 1978.

Probationary period is 60 days of employment. Maximum rates for Clerk "A" are reached after ten 3-month increases, for Meat Cutter after four 3-month increases and for Students and Non-Students after 36 months.

Cost of Living Allowance (Full-time) (new):	4 quarterly payments of \$39 each, beginning September 20, 1980; followed by 4 quarterly payments of \$91 each, beginning September 19, 1981.
Hours of Work (Full-time):	Effective May 11, 1981, 37 (38) hours per week.
Night Shift Premium:	65¢ (50¢) per hour.
Night Shift Leader Premium:	60¢ (40¢) per hour in addition to night shift premium.
Store Checking Premium:	\$12.50 (\$10) per check.
Paid Holidays (Part-time) (new):	Effective October 1, 1980, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days, for employees with 3 months' continuous service.
Paid Vacation (Full-time):	4 weeks after 9 (10) years' service.
Maternity Leave:	Seniority accumulates during any pregnancy. (Previously, accumulated only during the first pregnancy, for full-time employees. Provision is new for part-time employees.)
Responsibility Allowance:	\$15 (\$12) per week minimum increase.

October 1980 Settlements

FOOD AND BEVERAGE

Maple Lodge Farms Limited at Norval - Local 1105-P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month first agreement effective from October 12, 1980 to October 12, 1982, covering 400 employees, settled with mediation assistance during a work stoppage and ratified in October, 1980. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 12/80</u>	<u>Oct. 12/81</u>
	General Increases	65¢	70¢
	Plant and Yardman	\$6.40-\$6.85	\$7.10-\$7.55
	Driver-Delivery City Runs	\$7.05-\$7.65	\$7.75-\$8.35

Probationary period is 50 days worked in 12 continuous months. Maximum rate for Plant employees and Yardman are reached after 26 weeks and for Driver-Delivery after increases of up to 10¢ per week to top rate.

Settlement Pay:	\$250.
Hourly Premiums:	10¢ to 60¢ per hour, depending on classification.
Shift Premium:	0-20¢-25¢-30¢.
Hours of Work:	40 hours per week for employees other than drivers.
Overtime Pay:	Time and one-half after 8 hours' per day, except for drivers. Time and one-half after 40 hours per week for everyone.
Call-in Pay:	Minimum 4 hours' pay at straight time.
Reporting Pay:	Minimum 4 hours' pay at straight time.
Holiday Pay:	Double time for all hours worked. Live Haul Drivers receive \$68.20 in the first year and \$86.33 in the second year plus 2 times the trailer rate, or 2 times the 12 row trailer rate if engaged in a flat-rate run. Employer pays the difference between sick leave pay or workmen's compensation and holiday pay for employees receiving weekly benefits not exceeding the stipulated maximum.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and a Monday or Friday in February or Heritage Day if proclaimed, are recognized for a total of 10 days.
Paid Vacation:	1/2 day per month for less than 1 year's continuous service as of June 30th in any year, 2 weeks at 4% after 1 year's continuous service, 3 weeks at 6% after 5 years, 4 weeks at 8% after 12 years and 5 weeks at 10% after 20 years.
Bereavement Leave:	Up to 3 days' paid leave for father, mother, wife, husband, son, daughter, mother-in-law, father-in-law, brother or sister. 1 day's paid leave to attend the funeral of a brother-in-law, sister-in-law, grandparent or grandchild.
Jury Duty and Crown Witness Pay:	Employer pays the difference between regular salary and fees received.
Injury Pay:	Employee receives pay for his entire shift, if he is injured at work and a doctor determines that he is unable to return to work.
Health and Welfare:	Employer continues to pay 100% of the premium costs for an existing benefit plan with the following improvements: <u>Weekly Indemnity</u> - Payable on a 1-4-15 basis. <u>Dental Plan</u> - Effective in the first year, payments are based on the 1978 Ontario Dental Association fee schedule. Effective in the second year, the 1979 ODA fee schedule.
Board Allowance:	Employer pays \$14.21 in the first year and \$15.42 in the second year for Delivery Drivers who complete 12 or more continuous hours of work and are still 75 miles from the plant.

Mileage Allowance: Driver-Live Haul - Effective in the first year, 17.6¢ per mile plus \$35.86 loading allowance. Effective in the second year, 19.1¢ plus \$38.91.

<u>Driver-Delivery</u> -	Year I	Year II
i) straight	15.9¢	17.2¢
trailer	16.9¢	18.4¢
ii) tonnage, whichever yields higher dollar amount	\$1.42	\$1.54
drop	\$1.42	\$1.54

Parking Ticket Allowance: Employer pays 50% of the cost, where delivery was not possible otherwise.

Safety Footwear Allowance: Employer contributes \$15 for 1 pair per year, upon receipt of purchase.

Uniform Allowance: Employer pays 50% of the cost for Delivery Drivers.

RETAIL TRADE

Dominion Stores Limited at Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza in Waterloo Township - Local 206, Food and Commercial Workers* (AFL-CIO/CLC): Two 21-month renewal agreements effective from October 6, 1980 to June 21, 1982, with wages retroactive to June 22, 1980, covering 350 employees, settled at the bargaining stage and ratified in October, 1980. Duration of negotiations - 3 months.

*Previously, Retail Clerks.

Wages:	Effective	<u>June 22/80</u>	<u>June 22/81</u>
General Increases			
	<u>Full-time Employees</u>	\$35/week	\$30/week
	<u>Part-time Employees</u>	65¢/hour	65¢/hour
Additional Adjustments		\$5/week for Department Managers	
<u>Weekly Rates</u>			
Clerk "A"	\$217.10-\$336.40 (\$199.60-\$301.40)		\$232.10-\$366.40*
Meat Cutter	\$356.40-\$379.40 (\$321.40-\$344.40)		\$386.40-\$409.40*
<u>Hourly Rates</u>			
Students	\$3.94-\$7.35 (\$3.61-\$6.70)		\$4.27-\$8.00

	<u>June 22/80</u>	<u>June 22/81</u>
Non-Students	\$4.19-\$7.35 (\$3.86-\$6.70)	\$4.52-\$8.00

*Rates reflect the reduction in weekly hours.

NOTE: Increases will be prorated from 50% at the start to 100% at the top of each classification for Clerks A and B, Store Porters and part-time employees hired after ratification. Previous rates represent the higher of two schedules prevailing under the former agreement. In particular these rates apply to employees hired before November 19, 1978.

Probationary period is 22 worked days for full-time employees and 30 worked days or 2 months whichever occurs first, for part-time employees. Maximum rates for Clerk "A" are reached after ten 3-month increases, for Meat Cutter after four 3-month increases and for Students and Non-Students after 36 months.

Cost of Living Allowance (Full-time) (new):	4 quarterly payments of \$39 each, beginning September 20, 1980 followed by 4 quarterly payments of \$91 each, beginning September 19, 1981.
Hours of Work (Full-time):	Effective June 21, 1981, 37 (38) hours per week.
Overtime Pay (Full-time):	Minimum 3 hours' pay (new) for work on Sundays, holidays and work not on an employees' regular daily schedule.
Night Shift Premium:	65¢ (50¢) per hour.
Night Shift Leader Premium:	60¢ (40¢) per hour in addition to night shift premium.
Store Checking Premium (new):	\$12.50 per check for employees required to check stores on a non-working day for heating and refrigeration.
Christmas Bonus (Part-time):	\$15 (\$10) after 6 months' continuous service and \$25 (\$20) after 12 months.
Evening Opening Bonus:	\$1.75 (\$1.50) until 8:00 p.m.; \$2.00 (\$1.75) until 8:30 p.m. \$2.25 (\$2.00) after 8:30 p.m.
Injury Pay (new):	Employer pays the balance of the day's shift for employees injured and unable to work.
Paid Holidays (Part-time) (new):	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days, for employees with 3 months' continuous service.
Paid Vacation (Full-time):	4 weeks after 9 (10) years' service.

Jury Duty and Court Witness Pay (Full-time) (new):	Employer pays the difference between regular pay and fees received.
Health and Welfare:	<u>Dental Plan</u> (new) - Details not available.
Mileage Allowance:	20¢ (15¢) per mile.
Responsibility Allowance:	40¢ (35¢) per hour minimum increase.

Dominion Store Limited at Sudbury - Local 579, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full-time and part-time employees): Two 20-month renewal agreements effective from October 5, 1980 for full-time employees and from October 6, 1980 for part-time, with wages retroactive to June 1, 1980 for both agreements. The agreements covering 421 employees, expiring May 31, 1982 were settled with mediation assistance and ratified in October, 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/80</u>	<u>June 1/81</u>
	General Increases		
	<u>Full-time Employees</u>	\$35/week	\$30/week
	<u>Part-time Employees</u>	65¢/hour	65¢/hour
	Additional Adjustments	\$5/week for Department Managers	
	<u>Weekly Rates</u>		
	Clerk "A"	\$201.50-\$339.00 (\$184.00-\$304.00)	\$216.50-\$369.00*
	Meat Cutter	\$368.60-\$395.80 (\$333.60-\$360.80)	\$398.60-\$425.80*
	<u>Hourly Rates</u>		
	Students	\$3.94-\$7.35 (\$3.61-\$6.70)	\$4.27-\$8.00
	Non-Students	\$4.19-\$7.35 (\$3.86-\$6.70)	\$4.52-\$8.00

*Rates reflect the reduction in weekly hours.

NOTE: Increases will be prorated from 50% at the start to 100% at the top of each classification for Clerks A and B, and part-time employees hired after ratification. Previous rates represent the higher of two schedules prevailing under the former agreement. In particular these rates apply to employees hired before October 1, 1978.

Probationary period is 60 days employment for full-time employees and 44 days worked for part-time employees. Maximum rates for Clerk "A" are reacted after ten 3-month increases, for Meat Cutter after four 3-month increases, for students and Non-Students after 36 months.

Cost of Living Allowance (Full-time) (new): 4 quarterly payments of \$39 each, beginning September 20, 1980; followed by 4 quarterly payments of \$91 each, beginning September 19, 1981.

Hours of Work: Effective June 1, 1981, 37 (38) hours per week.

Night Shift Premium: 65¢ (50¢) per hour.

Night Shift Leader Premium: 55¢ (35¢) per hour in addition to the night shift premium.

Christmas Bonus (Part-time): \$40 after 36 months' continuous service (new).

Paid Holidays (Part-time) (new): New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving, Christmas Day and Boxing Day are recognized for a total of 9 days, for employees with 3 months' continuous service.

Paid Vacation (Full-time): 4 weeks after 9 (10) years' service.

Responsibility Allowance: Minimum \$15 increase on weekly rate of pay for employees assigned to a job in a higher classification. (Previously, received the higher rate of pay.)

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 334 employees, settled at the bargaining stage and ratified in October, 1980. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/80
	General Increases	9.2%
	Teacher - Category 1 0-5 years	\$11,636-\$15,891 (\$10,656-\$14,552)
	Teacher - Category 4 0-11 years	\$15,139-\$25,524 (\$13,864-\$23,374)
	Teacher - Category 7 0-11 years	\$17,517-\$31,906 (\$16,041-\$29,218)

Health and Welfare: Dental Plan (new) - Effective January 1, 1981, employer pays 50% of premium costs.

Responsibility Allowances: Principals
 "A" Schools - \$3,600 (\$3,300) plus \$325 (\$300) per occupied classroom
 "B" Schools - \$415 (\$380) per occupied classroom.
Vice-Principals - \$200 (new) plus \$170 (unchanged) per occupied classroom
Supervisors - \$6,800 (\$5,600)

Extra Degree Allowance: \$600 (\$500) for Master's Degree.

November 1980 Settlements

RETAIL TRADE

Dominion Stores Limited at Sarnia - Local 14097, Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from November 16, 1980 to August 6, 1982, with wages retroactive to August 7, 1980, covering 300 employees, settled at the bargaining stage and ratified in November, 1980. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 7/80</u>	<u>Aug. 9/81</u>
General Increases			
	<u>Full-time Employees</u>	\$35/week	\$30/week
	<u>Part-time Employees</u>	65¢/hour	65¢/hour
	Additional Adjustments	\$5/week for Department Managers	
<u>Weekly Rates</u>			
	Clerk "A"	\$206.10-\$334.40 (\$188.60-\$299.40)	\$221.10-\$364.64*
	Meat Cutter	\$356.40-\$384.40 (\$321.40-\$349.40)	\$386.40-\$414.40*
<u>Hourly Rates</u>			
	Students	\$3.94-\$7.35 (\$3.41-\$6.55)	\$4.27-\$8.00
	Non-Students	\$4.19-\$7.35 (\$3.81-\$6.55)	\$4.52-\$8.00

*Rates reflect the reduction in weekly hours.

NOTE: Increases will be prorated from 50% at the start to 100% at the top of each classification for Clerks A and B, Store Porters and part-time employees hired after ratification. Previous rates represent the higher of two schedules prevailing under the former agreement. In particular these rates apply to employees hired before October 29, 1978.

Probationary period is 30 worked days for full-time employees and 44 worked days, for part-time employees. Maximum rates for Clerk "A" are reached after ten 3-month increases, for Meat Cutter after four 3-month increases and for Students and Non-Students after 36 (24) months.

Cost of Living Allowance (Full-time) (new):	4 quarterly payments of \$39 each, beginning November 8, 1980 followed by 4 quarterly payments of \$91 each, beginning November 7, 1981.
Hours of Work (Full-time):	Effective August 9, 1981, 37 (38) hours per week.
Night Shift Premium:	65¢ (50¢) per hour.
Night Shift Leader Premium:	60¢ (40¢) per hour in addition to night shift premium.
Store Checking Premium (new):	\$12.50 per check for employees required to check stores on a non-working day for heating and refrigeration.
Christmas Bonus (Part-time):	\$15 (\$10) after 6 months' continuous service and \$25 (\$20) after 12 months.
Evening Opening Bonus:	\$1.75 (\$1.50) until 8:00 p.m.; \$2.00 (\$1.75) until 8:30 p.m. \$2.25 (\$2.00) until 9:00 p.m. and \$3.25 (\$3.00) until 10:00 p.m.
Paid Holidays (Part-time) (new):	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days, for employees with 3 months' continuous service.
Paid Vacation (Full-time):	4 weeks after 9 (10) years' service.
Maternity Leave:	Seniority accumulates during any pregnancy. (Previously, accumulated only during the first pregnancy.)
Responsibility Allowance:	\$15 (\$12) per week minimum increase.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 457, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 214 employees, settled at arbitration in November 1980. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/80	July 1/80	Oct. 1/80
	General Increases	7%	3% non-compounded	2% non-compounded
	Fire Fighter 5th Class	\$13,322 (\$12,450)	\$13,696	\$13,945
	Fire Figher 1st Class	\$22,203 (\$20,750)	\$22,826	\$23,241
	Platoon Chief	\$27,969 (\$26,139)	\$28,753	\$29,276
Overtime Pay (new):	Time and one-half after first 1/2 hour.			
Callback Pay (new):	Minimum of 3 hours at time and one-half.			
Bereavement Leave:	Son-in-law, daughter-in-law, brother-in-law and grandchildren are included in 2 days' paid leave.			
Court Witness Pay (new):	Employee receives time and one-half for all hours exceeding 30 minutes, beyond normal duty and on an off duty day. Employee on annual vacation receives double time for all hours plus an extension of his vacation to compensate for time spent travelling and actual court duty. Minimum allowance is 4 hours if employee is on an off duty day or on vacation. Time off in lieu may be credited to a maximum 56 hours.			
Pension Plan:	OMERS Type I (II) Supplementary Pension implemented.			

Erratum

The following provision was reported incorrectly in the July 1980 Report on page 480.

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 75 (299), Hotel Employees (AFL-CIO/CLC):

Paid Vacation: Should read 3 weeks after 5 years (unchanged).

The following settlement was reported incorrectly in the August 1980 Report on pages 525 to 527.

PAPER AND ALLIED

Abitibi-Price Fine Papers (Port Arthur Division), formerly Abitibi-Provincial Paper, a Division of Abitibi Forest Products Ltd. at Thunder Bay - Local 40, United Paperworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 287 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	General Increases	\$1.37	9.5%, minimum 90¢
	Adjustments (see note below)		
	Yard Labourer (Common base rate)	\$9.26 (\$7.89)	\$10.16
	Tradesman Class "A"	\$11.84 (\$10.09)	\$12.96
	<u>Adjustments</u>		
	Trades - Effective May 1, 1980, Journeyman A rate increases to \$10.47 (\$10.09) prior to the general increase.		
	Other Adjustments - The differential for any "mechanical" classifications above Journeyman A will be maintained. The Painter A classification will be granted an adjustment equal to the difference between \$10.47 and the April 30, 1980 Journeyman "A" rate.		
	<u>Job Evaluation</u> - Effective May 1, 1981, affects all classifications except trades.		
Shift Premium:	Effective May 1, 1980, 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.		
Paid Vacation:	Effective January 1, 1980, 4 weeks after 10 (12) years' service. Effective January 1, 1981, 3 weeks after 4 (5) years, 4 weeks after 9 years and 5 weeks after 20 (22) years.		
Health and Welfare:	OHIP - Employer pays 100% of prevailing provincial premiums where applicable. (Previously, employer paid a specified monthly amount of \$19 single and \$38 family where applicable.) <u>Extended Health Care Plan</u> - Effective August 1, 1980, the employer will pay the prevailing premium costs up to the rates in effect to April 30, 1982. (Previously, employer paid \$1.35 per month for single coverage and \$4.65 for family coverage. Up to \$1,000 of the \$10,000 maximum lifetime benefit previously utilized will be restored each January 1.) <u>Long Term Disability</u> - Maximum of \$1,300 (\$800) per month. Change affects employees commencing weekly indemnity on or after August 1, 1980. <u>Dental Plan</u> - Effective July 5, 1980, benefits to be based on the 1979 (1978) dental association fee schedule.		
Pension Plan:	Benefit improvement for employees on staff May 2, 1980 - A compounded increase of 25% and 6% in the amount of pension accrued during the period January 1, 1978 to December 31, 1979.		

Benefit improvement for employees retiring at normal retirement date during the period June 1, 1980 to May 1, 1982 - 20% in the amount of pension accrued.

Bridging supplement for early retirements on or after May 2, 1980 - \$11 (\$9) per month per year of service to a maximum of 30 years.

Severance Pay: 2% (1 1/2%) of an employee's total earnings for his last full period of service without interruption due to lack of work.

Automation/
Rate
Protection: If set back to a lower paid job due to job elimination as a result of technological change, employee will have old rate maintained for 6 (3) months. Thereafter a midway rate will be in effect for a further 6 (3) months. Requires 1 year of seniority for eligibility.

Negotiations in Progress during December 1980 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Allied Chemical Canada, Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	530	PCB
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and maintenance empls.)	240	CO
Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	850	B
Boots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	CO
Brinks Canada Ltd., Toronto	Teamsters (Ind.)	200	B
Brown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	320	B
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	228	CO
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	B
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	B
Canadian National Institute for the Blind (Caterplan Services Div.) province-wide	Service Employees (AFL-CIO/CLC)	368	B
Canadian Ohio Brass Co., Niagara Falls	Teamsters (Ind.)	308	B
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	210	B
Cargill Grain Elevators, Mani- toba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	MED

* See page 869 for definition of codes

** Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Arleton Board of Education	Ont. Secondary School Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	MED
atham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	CO
romasco Ltd., Haley	Steelworkers (AFL-CIO/CLC) (produc- tion and maintenance empls.)	400	CO
yanamid of Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	MED
ominion Dairies Ltd., Toronto	Teamsters (Ind.)	250	B
ominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	210	B
omtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
omtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	239	CO
orr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	403	CO
ow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	820	B
ufferin Peel Roman Catholic Separate School Board	CUPE (CLC)	300	CO
urham Regional Municipality (Homes for the Aged)	CUPE (CLC)	450	B
urham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
urham Regional Police	Police Assn. (Ind.)	356	B
.B. Eddy Forest Products Ltd., Espanola	Carpenters (AFL-CIO/CLC)	257	CO
sssex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	MED
toxicoke General Hospital	Ont. Nurses' Assn. (Ind.)	222	B
xolon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (CLC)	234	MED
.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL- CIO/CLC)	620	B
ederal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	237	B

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
Firestone Textiles Co. (Div. of Firestone Canada Ltd.), Woodstock	United Textile Workers (AFL-CIO/CLC)	200	B
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL- CIO/CLC)	600	B
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	398	CO
E.S. Fox Ltd., Fabricating Div., Welland	Sheet Metal Workers (AFL-CIO/CLC)	210	B
Frontenac County Board of Education	CUPE (CLC)	240	B
General Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC) (produc- tion and maintenance empls.)	200	CO
Gulf Canada Ltd., Clarkson Refinery, Mississauga	Energy and Chemical Workers (AFL- CIO/CLC)	499	B
Halton Regional Police	Police Assn. (Ind.)	270	CO
Hamilton City Corp.	CUPE (CLC) (outside empls.)	500	B
Harding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL- CIO/CLC)	400	CO
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont., and Ont. Public School Men Teachers' Fed. (Ind.)	580	MED
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	MED
Milroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228	B
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	260	MED
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	475	B
I-T-E Industries Ltd., (Mississauga Operation)	Cdn. Operating Engineers (CCU)	260	B
Interbake Foods Ltd., London	Millers (AFL-CIO/CLC)	750	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	250	B
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	200	B

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kingston City Corp. (Rideaucrest Home for the Aged)	CUPE (CLC)	300	B
Kingston General Hospital	CUPE (CLC)	404	CO
Kingston General Hospital	CUPE (CLC) (office empls.)	248	CO
King Pulp and Paper Ltd., Packaging Div., Toronto	Cdn. Paperworkers (CLC)	200	PCB
King Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	267	B
Kingia Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	240	B
King and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	MED
King Furniture Ind. Ltd., Vaughan Twp., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
King Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	500	CO
King County Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	363	B
King County Board of Education	CUPE (CLC) (office empls.)	218	B
King City Corp.	CUPE (CLC) (outside empls.)	510	B
King City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	B
King City Corp.	Fire Fighters (AFL-CIO/CLC)	300	B
King City Public Utilities Commission	CUPE (CLC)	359	B
King Millan Bloedel Ltd., Guelph, London, Toronto	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	413	MED
Kingtime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Commission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	780	B
King Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (office empls.)	610	B
King Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	CO

Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Miller Brothers Co. (1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	220	MED
National Research Council of Canada, Ottawa	Employees' Assn. (Ind.)	377	B
William Neilson Ltd./Ltee, Georgetown and Toronto	Food and Commercial Workers (AFL- CIO/CLC) (production empls.)	740	CO
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL- CIO/CLC)	278	B
Niagara Falls City Corp.	CUPE (CLC)	325	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	675	B
Niagara Regional Municipality	CUPE (CLC)	452	B
Niagara South Board of Education	CUPE (CLC)	430	B
Non-Destructive Testing Cos., province-wide	Plumbers and Boilermakers (AFL- CIO/CLC)	230	CO
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Ontario Council of Adminis- trators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Interns and Residents of Ont. (PAIRO) (Ind.)	2,600	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	MED
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,455	MED
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,200	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	B

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
tario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,790	MED
tario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,725	B
tario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ARB
tario Hydro, Generation and Transmission and Distribution Projects Div.	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,700	B
tario Institute for Studies in Education Board of Governors	Cdn. Union of Educational Workers	325	CO
hawa City Corp. (City Hall)	CUPE (CLC) (office, technical and clerical empls.)	230	B
tawa Board of Education	CUPE (CLC) (office empls.)	500	B
tawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	815	B
tawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
tawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	1,500	B
tawa City Corp.	Police Assn. (Ind.)	540	B
tawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
tawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	PCB
xford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	PFB
eel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	B
eel Regional Board of Commissioners of Police	Police Assn. (Ind.)	590	B
erth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	365	PFB
hilco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	600	B

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	1,600	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	MED
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Workers (CCU)	225	B
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	323	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Riverdale Hospital, Toronto	CUPE (CLC) (professional empls.)	260	B
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	484	CO
Rowntree, MacIntosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750	B
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	ARB
SKF Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	CO
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	ARB
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	B
St. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	CO
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Shell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (AFL-CIO/CLC)	225	CO
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Preston	Steelworkers (AFL-CIO/CLC)	300	CO
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	B

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Imperial Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/ CLC)	225	B
Ilverwood Dairies (Bathurst and 401 Branches), London	Teamsters (Ind.)	300	B
Simcoe County Board of Education	CUPE (CLC)	375	B
Map-On Tools of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	350	CO
Plaray, Brantford	Cdn. Textile and Chemical Union (CCU)	224	CO
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,060	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	B
The Textile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,500	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	PMB
Toronto General Hospital and 128 other hospitals, province- wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	CO
Toronto Metropolitan Separate School Board	CUPE (CLC)	475	B
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (chemistry group)	245	B
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	ARB
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	400	B
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	B
Voyageur Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	B

* Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Waterloo County Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	205	B
Weston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	540	B
Windsor City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC)	230	ARB
Workmens Compensation Board, province-wide	CUPE (CLC)(rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482	F
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	MED
Zehr's Markets (Div. of Zehrmart Ltd.), Guelph	Food and Commercial Workers (AFL-CIO/CLC)	400	B

MORE THAN ONE PROVINCE

Air Canada, system-wide**	Air Line Pilots (Ind.)	1,860	B
Atomic Energy of Canada Ltd. (Engineering Company), Montreal, Que. and Mississauga, Ont.**	Society of Professional Engineers and Associates (Ind.)	650	CO
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	CO
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	505	CO

**Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	B
Canadian Pacific Express Ltd. (Canadian Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	CO
Continental Can Co. of Canada Ltd., Lachine, LaSalle and St. Laurent, Que.; Chatham, Downsview, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont.; Winnipeg, Man.; Edmonton, Alta.; Vancouver, B.C. and American Can of Canada Ltd., Kelowna and Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)	2,240	B
P Air, system-wide**	Air Line Flight Attendants (CLC)	950	CO
P Air, system-wide**	Air Line Pilots (Ind.)	700	B
P Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,485	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,225	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC)(postal operations group, non-supervisory empls.)	23,000	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non- supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.)(biological sciences group)	870	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	B

*Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC)(administration services group)	5,715	B
Government of Canada (Treasury Board)**	PSAC (CLC)(auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC)(communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC)(data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC)(engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC)(general labour and trades group, supervisory and non-supervisory)	19,410	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC)(general technical, technical inspection and social science support groups)	5,135	B
Government of Canada (Treasury Board)**	PSAC (CLC)(hospital services group, supervisory and non-supervisory)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC)(information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC)(operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC)(primary products inspection group)	2,705	B
Government of Canada (Treasury Board)**	PSAC (CLC)(programme administration group)	21,710	B
Government of Canada (Treasury Board)**	PSAC (CLC)(purchasing and supply group)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC)(radio operations group)	1,155	B
Government of Canada (Treasury Board)**	PSAC (CLC)(secretarial, stenographic and typing group)	14,500	B

**Federal jurisdiction

Negotiations in Progress during December 1980 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC)(ships' crews, supervisory and non-supervisory)	2,690	B
Government of Canada (Treasury Board)**	PSAC (CLC)(welfare programme group)	1,500	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC)(drivers, terminal and garage empls.)	1,050	CO
Provoost Cartage, Que. and Ont.**	Employees' Assn. (Ind.)	650	B
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man.**	PSAC (CLC)(production and office empls.)	530	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC)(operational, maintenance and headquarters empls.)	1,050	B
Pro-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
Steinberg Inc., Ottawa and other centers, Ont. and Hull and Gatineau, Que.	Food and Commercial Workers (AFL-CIO/CLC)	1,020	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in January, 1981

Employer and Location	Union	No. of Empls.
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/ CLC)	368
Canadian Ohio Brass Co., Niagara Falls	Teamsters (Ind.)	308
Central Park Lodges of Canada, Intercity	Service Employees (AFL-CIO/ CLC)	233
A. R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	250
Consumers' Gas Co., Intercity	Independent Gas Workers (office and clerical empls.)	568
Fiberglas Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	365
Gulf Canada Ltd., Clarkson Refinery, Mississauga	Engery and Chemical Workers (CLC)	499
Hamilton City Corp.	CUPE (CLC) (inside empls.)	497
Hamilton City Corp.	CUPE (CLC)	500
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (office, clerical and technical empls.)	288
Imperial Oil Enterprises Ltd., (Refinery) (Petroleum Products), Sarnia	Joint Industrial Council (Ind.)	675
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	250
Kelsey-Hayes Canada Ltd., (Eureka Foundry), Woodstock	Auto Workers (CLC)	200
LOF Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	228
Lakehead Terminals Ltd., Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,500
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	240
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300
London City Public Utilities Commission	CUPE (CLC)	359
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	278

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in January 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Newman Steel Ltd., Intercity	Steelworkers (AFL-CIO/CLC)	250
Riverside Yarns, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	290
Shell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (AFL-CIO/CLC)	225
Shopsys Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	225
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600
Toronto Metropolitan Childrens Aid Society	CUPE (CLC)	540
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (PSAC) (CLC) (data processing group)	2,200
Treasury Board of Canada, province-wide	PSAC (CLC) (general labour and trades group, super- visory and non-supervisory)	5,655
Treasury Board of Canada, province-wide	PSAC (CLC) (secretarial, steno- graphic and typing group)	11,638
Treasury Board of Canada, province-wide	PSAC (CLC) (ships crews group, supervisory and non-supervis- ory)	203

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Labour Canada
Travail Canada

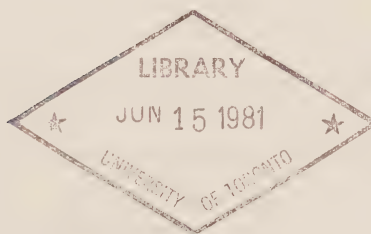


LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1980



Prepared jointly by Labour Canada and Ontario
Ministry of Labour

INDUSTRY, EMPLOYER AND UNION	ISSUE	PAGE
FOOD AND BEVERAGE		
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ontario) Ltd., Toronto and Barrie; Labatts' Ltd., London, Toronto and Waterloo; Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Cdn. Brewery Workers (CLC) and Nat'l. Brewery Workers (CLC) (warehouse, retail store clerks, office, production, maintenance and transport empls.)	Apr.	210
Burns Meats Ltd., Ontario, Manitoba, Saskatchewan, Alberta and British Columbia and Food and Commercial Workers (AFL-CIO/CLC)	June	362
Cadbury Schweppes Powell Inc., Cadbury Div., Whitby and Teamsters (Ind.)	Mar.	124
Canada Packers Inc., Canada-wide and Food and Commercial Workers (AFL-CIO/CLC)	June	363
Canada Packers Inc., York Farms Div., Brantford and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	3
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton and Food and Commercial Workers (AFL-CIO/CLC)	July	454
Corby Distilleries Ltd., Corbyville and Distillery Workers (AFL-CIO/CLC)	Jan.	4
Dare Foods (Biscuit Div.) Ltd., Kitchener and Bakery and Tobacco Workers (AFL-CIO/CLC)	July	454
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	Mar.	123
General Bakeries (G.B. Wonder Div.), Toronto, Bakery and Tobacco Workers (AFL-CIO/CLC)	Sept.	584
General Foods Ltd., (Cobourg Ontario Plant), Cobourg and Food and Commercial Workers (AFL-CIO/CLC)	May	277
The Great Atlantic & Pacific Co. of Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Apr.	209
H.J. Heinz Co. of Canada Ltd., Leamington and Food and Commercial Workers (AFL-CIO/CLC) (Factory Unit empls., Office Unit empls. and Quality Unit empls.)	June	366
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC)	May	278
Kellogg Salada Canada Ltd., London and Millers (AFL-CIO/CLC) (hourly-rated empls.)	May	275
Maple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont. and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	122
Maple Lodge Farms Ltd., Norval, and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	847
Monarch Fine Foods Co. Ltd., Rexdale and Teamsters (Ind.)	June	368
Omstead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr.	208
Quaker Oats Co. of Canada Ltd., Peterborough and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	52
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	208
J.M. Schneider Inc., Kitchener and Employees' Assn. (Ind.) (plant empls.)	Sept.	583
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough and Cdn. Brewery Workers (CLC) (full-time production empls.)	June	367
Swift Canadian Co. Ltd., Ontario, Alberta and British Columbia and Food and Commercial Workers (AFL-CIO/CLC)	June	365

TOBACCO PRODUCTS

Benson & Hedges (Canada) Ltd., Brampton, and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	369
Imperial Tobacco Ltd. (Div. of Imasco Ltd.), Guelph and Bakery and Tobacco Workers (AFL-CIO/CLC) (plant and office workers)	Aug.	521
Imperial Leaf Tobacco - Div. of Imasco Ltd., Aylmer and Energy and Chemical Workers (CLC)	Nov.	723

RUBBER AND PLASTIC PRODUCTS

Firestone Canada Inc., Hamilton and Rubber Workers (AFL-CIO/CLC) (plant and warehouse empls.)	Mar.	125
Gates Canada Inc., Brantford and Rubber Workers (AFL-CIO/CLC)	May	279
General Tire and Rubber Co. of Canada Ltd., Barrie and Rubber Workers (AFL-CIO/CLC) (hourly and incentive rated empls.)	Oct.	657
B.F. Goodrich Canada Ltd. (Industrial Products Plant), Kitchener and Rubber Workers (AFL-CIO/CLC) (hourly rated and incentive empls.)	June	370
B.F. Goodrich Canada Inc., Kitchener and Rubber Workers (AFL-CIO/CLC) (hourly rated and incentive empls.)	Nov.	724
Goodyear Canada Inc., Collingwood and Rubber Workers (AFL-CIO/CLC)	Mar.	129
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville and Rubber Workers (AFL-CIO/CLC)	Apr.	211
Goodyear Canada Inc., New Toronto and Toronto and Rubber Workers (AFL-CIO/CLC) (warehouse and factory empls.)	Mar.	127
Rubbermaid (Canada) Ltd., Mississauga and Auto Workers (CLC)	Sept.	585
Seiberling Canada Inc., Toronto and Rubber Workers (AFL-CIO/CLC)	June	372
Standard Products (Canada) Ltd., Stratford and National Council of Canadian Labour (Ind.)	Nov.	726
3M Canada Ltd., London and Auto Workers (CLC)	June	428
Uniroyal Ltd., Tire Factory and Rubber Machinery Shops, Kitchener and Rubber workers (AFL-CIO/CLC) (production, shipping and maintenance empls.)	June	373

LEATHER

Bata Industries Ltd. (Footwear Div.), Batawa, Campellford, Picton and Trenton and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	804
Florsheim Inc. Plant No.7, London and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	52
Greb Industries Ltd. (Bauer Div.), Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	214

TEXTILE

Allen Industries Canada (Div. of Dayco Canada Ltd.), Hamilton and Auto Workers (CLC) (plant empls.)	Apr.	214
Amoco Fabrics (Div. of Amoco Canada Petroleum Co. Ltd.), Hawkesbury and Woodworkers (AFL-CIO/CLC)	Sept.	586
Artex Woollens Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	53
Burlington Carpet Mills Canada Ltd., Brampton and Labourers (AFL-CIO/CLC)	July	456

TEXTILE (Cont'd)

Canadian Fabricated Products Ltd., Stratford and Auto Workers (CLC) (plant empls.)	Dec.	805
Cornwall Spinners Ltd., Cornwall and Clothing and Textile Workers AFL-CIO/CLC)	Mar.	131
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	July	455
Du Pont Canada Inc. (Kingston Works) and Kingston Independant Nylon Workers (Ind.)	Feb.	54
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	522
Glendale Spinning Mills Ltd., Hamilton and Clothing and Textile Wor- kers (AFL-CIO/CLC)	Sept.	586
Harding Carpets Ltd., Brantford and Cdn. Textile and Chemical Union (CCU)	Aug.	523
Kendall Canada and Toronto and Steelworkers (AFL-CIO/CLC)	May	281
Kingston Spinners Ltd., Kingston and Clothing and Textile Workers AFL-CIO/CLC)	Oct.	659
Millhaven Fibres Ltd., Ernestown and Energy and Chemical Workers (CLC)	May	281
Paton's and Baldwins (Canada) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	June	376

KNITTING MILLS

Harvey Woods Ltd. (Underwear and Hoisery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd., Subsidiary of Harvey Woods, Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	660
National Knitting Mills Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	5
Penman's Div. of Dominion Textile Inc. Brantford and Paris and Clothing and Textile Workers (AFL-CIO/CLC)	July	456
Silknit Ltd., Cambridge and United Textile Workers (AFL-CIO/CLC)	Apr.	215

CLOTHING

Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contrs. Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton, Ont. and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	807
Associated Fur Industries of Toronto and Food and Commercial Wor- kers (AFL-CIO/CLC)	Mar.	131
Toronto Cloak Manufacturers' Assn. and Ladies' Garment Workers (AFL- CIO/CLC)	Aug.	523
Toronto Dress and Sportswear Manufacturers' Guild, Inc., Toronto and Ladies' Garment Workers (AFL-CIO/CLC)	Oct.	661

WOOD

Dubreuil Brothers Ltd., Dubreuilville and Employees' Assn. (Ind.)	Mar.	132
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Township and Carpenters (AFL-CIO/CLC)	Mar.	132
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO/CLC)	Oct.	662

WOOD (Cont'd)

Livingston Industries Ltd., Hagersville, London and Tillsonburg and Livingston Mutual Warehousing Ltd., London and Woodworkers (AFL-CIO/CLC)	Dec.	807
Northern Wood Preservers Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC)	May	282
Weldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO/CLC)	Aug.	524

FURNITURE AND FIXTURE

Canadian Woodwork Manufacturers Assn., Toronto and Carpenters (AFL-CIO/CLC)	June	378
Goldcrest Furniture Ltd., Toronto and Cdn. Industrial Employees (Ind.)	Apr.	216
Knechtel Furniture Ltd., Hanover and Woodworkers (AFL-CIO/CLC)	June	376
Kroehler Mfg. Co. Ltd. Stratford and Upholsterers (AFL-CIO/CLC) (production and maintenance empls.)	Sept.	587
Simmons Ltd., Brampton and Electrical Workers (UE) (CLC)	June	379
Sklar Furniture Ltd., Chair Div., Toronto and Upholsterers (AFL-CIO/CLC)	Oct.	663
Sklar Furniture Ltd., (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	July	457
Storwal International Inc., Pembroke and Steelworkers (AFL-CIO/CLC)	Nov.	727
Sunar, Div. of Hauserman Ltd., Waterloo and Steelworkers (AFL-CIO/CLC)	June	377
Toronto Spring Manufacturers and Steelworkers (AFL-CIO/CLC)	June	380

PAPER AND ALLIED

Abitibi-Price Inc., Abitibi-Price Fine Papers, La Compagnie Price Limitee, La Compagnie Gaspesia Ltee, and Price (Nfld.) Pulp and Paper Ltd., Ontario, Quebec and Newfoundland and Cdn. Paperworkers (CLC) (mill empls.)	July	459
Abitibi-Price Inc., Thunder Bay and United Paperworkers (AFL-CIO/CLC)	Aug.	525
Abitibi-Price Fine Papers (Port Arthur Div.), Thunder Bay and United Paperworkers (AFL-CIO/CLC)	Dec.	855
American Can Canada Inc. (Mill Dept.), Marathon and United Paperworkers (AFL-CIO/CLC) (production and maintenance empls.)	May	283
Boise Cascade Canada Ltd., Fort Frances and Kenora and United Paperworkers (AFL-CIO/CLC) and Int'l. Operating Engineers (AFL-CIO/CLC) (hourly rated empls.)	May	285
Canadian International Paper Co., Container Div., Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Quebec; and Single Service Div., Markham and Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office empls.)	Nov.	729
Canadian International Paper Co., Gatineau, Trois-Rivieres and La Tuque, Que, and Hawkesbury, Ont. and New Brunswick International Paper Co., Dalhousie, N.B. and Cdn. Paperworkers (CLC)	Aug.	527
DRG Packaging (Div. of DRG Ltd.), Toronto and Printing and Graphic Communications (AFL-CIO/CLC) (printing empls.)	June	380
E.B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC) (mill empls.)	Aug.	528

PAPER AND ALLIED (Cont'd)

E.B. Eddy Forest Products Ltd., Hull, Quebec and Ottawa, Ontario and Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	Nov.	728
Great Lakes Forest Products Ltd. (Dryden Operations) Dryden and Ear Falls and Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC) (mill, woodlands, steam plant and chemical plant empls.)	Sept.	588
Great Lakes Forest Products Ltd., Thunder Bay and Cdn. Paperworkers (CLC) (mill empls.)	Aug.	530
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.) Terrance Bay and Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CLC) (mill empls.)	Apr.	217
Kimberly-Clark of Canada Ltd., Rexdale, Ont., St. Hyacinthe, Que., and Winnipeg, Man. and Cdn. Paperworkers (CLC) (hourly rated empls.)	Sept.	592
Ontario Paper Co. Ltd., Thorold and Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	Aug.	531
Somerville Belkin Industries Ltd., London and Energy and Chemical Workers	May	286
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW)	Sept.	590

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd., Toronto, Ind. and Greeting Card Workers (production empls.)	June	381
Council of Printing Industries of Canada, Hamilton, London, Ottawa, and Toronto, Ont. and Montreal, Que. and Graphic Arts (AFL-CIO/CLC) (lithography empls. and photoengravers)	Jan.	5
Council of Printing Industries of Canada and Toronto and area and Graphic Arts (AFL-CIO/CLC) (bookbinders)	Mar.	133
Council of Printing Industries of Canada, Toronto and Int'l Typographical Union (AFL-CIO/CLC)	June	382
The Spectator, A Div. of Southam Inc., Hamilton and Printing and Graphic Communications (AFL-CIO/CLC) (pressmen and paperhandlers, composing room and delivery empls.)	June	429

PRIMARY METAL

Arrowhead Metals Ltd., Toronto and Auto Workers (CLC) (plant empls.)	Nov.	732
Canron Inc. Foundry Div., Hamilton and Steelworkers (AFL-CIO/CLC)	Aug.	532
Eldorado Nuclear Ltd., Port Hope and Steelworkers (AFL-CIO/CLC)	Mar.	135
Haley Industries Ltd., Haley and Steelworkers (AFL-CIO/CLC)	Dec.	809
International Malleable Iron Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Apr.	253
Noranda Metal Industries Ltd., Special Metals Div., Arnprior and Electrical Workers (IBEW) (AFL-CIO/CLC)	Feb.	55
Steel Company of Canada Ltd., Lake Erie Development, Nanticoke and Steelworkers (AFL-CIO/CLC)	Apr.	218
Union Carbide Canada Ltd., Welland and Electrical Workers (UE) (CLC) (hourly rated plant empls.)	Mar.	135

METAL FABRICATING

Algoods, a div. of Alcan Canada Products Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Oct.	664
Butler Metal Products Co. Ltd., Cambridge and Auto Workers (CLC) full-time hourly-rated empls.)	Nov.	733
Cambridge Brass, a Div. of Waltec Inc., Cambridge and Steelworkers (AFL-CIO/CLC)	July	490
Canadian Coleman Co. Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Nov.	735
Central Stampings Ltd., Windsor and Auto Workers (CLC)	Sept.	633
Crane Canada Ltd., Brantford and Steelworkers (AFL-CIO/CLC)	Oct.	702
Decor Metal Products, Midland and Auto Workers (CLC)	Dec.	810
Emco Ltd., London and Steelworkers (AFL-CIO/CLC)	Oct.	664
Fabricated Steel Products (Windsor) Ltd., Windsor and Auto Workers (CLC)	Mar.	136
John T. Hepburn Ltd., Mississauga and Toronto and Steelworkers (AFL-CIO/CLC)	Aug.	533
Kawneer Co. Canada Ltd., Toronto and Structural Workers (AFL-CIO/CLC)	Aug.	534
Oliver Macleod Ltd., Gravenhurst and Steelworkers (AFL-CIO/CLC)	Jan.	7
Pioneer Chain Saw Corp. and Steelworkers (AFL-CIO/CLC)	Apr.	219
Richards-Wilcox of Canada Ltd. and London and Machinists (AFL-CIO/CLC)	Feb.	56
A.G. Simpson Co. Ltd., Toronto and Simpson Plant Council (Ind.)	Aug.	535
Supreme Aluminum Industries, Pickering and Toronto and Employeess' Assn. (Ind.)	May	335
Tridon Ltd., Burlington and Employees' Assn. (Ind.)	Oct.	695
Wallace Barnes Co. Ltd., Associated Spring Operations, Barnes Group, Burlington and Hamilton and Steelworkers (AFL-CIO/CLC)	May	287
Welland Forge, Div. of Dominion Chain Inc., Welland and Electrical Workers (UE) (CLC)	June	424
Westeel Rosco Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Sept.	594

MACHINERY

Babcock Allatt Ltd., Toronto and Woodworkers (AFL-CIO/CLC)	Oct.	665
Bata Engineering, a Div. of Bata Industries Ltd., Batawa, Frankford and Trenton and Machinists (AFL-CIO/CLC)	May	290
Carrier Air Conditioning Canada Ltd., Bramalea. and Sheet Metal Workers (AFL-CIO/CLC)	Feb.	57
Caterpillar of Canada Ltd., Mississauga and Auto Workers (CLC)	Jan.	7
Eaton Yale Ltd., Forestry Equipment Div., Woodstock and Molders (AFL-CIO/CLC)	Apr.	223
Ex-Cell-O Corp. of Canada Ltd., London and Molders (AFL-CIO/CLC)	Sept.	594
International Harvester Canada Ltd., Hamilton and Steelworkers (AFL-AFL-CLC) (office empls.)	June	425
International Harvester Canada Ltd., Hamilton and Steelworkers (AFL-AFL-CLC) (plant empls.)	Apr.	220
Keeprite Products Inc., Brantford and Keeprite Workers' Independant Union	Dec.	812
McKee Industries Ltd., Elmira and Steelworkers (AFL-CIO/CLC)	Dec.	811
Massey-Ferguson Industries Ltd., Brantford and Toronto and Auto Workers (CLC) (production empls.)	Nov.	736
Otis Elevator Co. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	July	461
Outboard Marine Corp. of Canada Ltd., Peterborough and Steelworkers (AFL-CIO/CLC) (hourly rated and incentive empls.)	Nov.	738
Provincial Crane, AMCA Heavy Equipment Ltd., Niagara Falls and Machinists (AFL-CIO/CLC)	Jan.	8
White Farm Equipment, Div. of White Motor Corp. of Canada, Ltd., Brantford and Auto Workers (CLC) (hourly rated empls.)	May	288

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd., Brampton and Auto Workers (CLC) production and maintenance empls.)	Sept.	596
Bendix Heavy Vehicle Systems Inc., London and Auto Workers (CLC)	Nov.	746
Budd Canada Inc., Kitchener and Auto Workers (CLC) (plant empls.)	Apr.	224
Champion Spark Plug Co. of Canada Ltd., Windsor and Auto Workers (CLC)	Feb.	58
Collingwood Shipyards Div. of Cdn. Shipbuilding and Engineering Ltd., Collingwood and Steelworkers (AFL-CIO/CLC)	July	462
Essex International of Canada Ltd., Dunnville and Auto Workers (CLC)	Mar.	178
Gabriel of Canada Ltd., Toronto and Machinists (AFL-CIO/CLC) (plant empls.)	Apr.	227
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	June	383
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay and Auto Workers (CLC)	Oct.	665
Hawker Siddeley Canada Inc., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Nov.	739
Hayes-Dana Inc., St. Catharines and Thorold and Auto Workers (CLC) (hourly rated and incentive empls.)	June	384
Highway Trailers of Canada Ltd., Mississauga and Molders (AFL-CIO/CLC)	Jan.	9
International Harvester Canada Ltd., Chatham and Auto Workers (CLC) (production empls.)	June	383
International Parts (Canada) Ltd. and International Parts Manufac- turing Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Apr.	228
Kelsey-Hayes Canada Ltd. (Windsor Div.) and Auto Workers (CLC (hourly- rated empls.)	Feb.	62
Long Manufacturing Div., Borg-Warner (Canada) Ltd., Oakville and Auto Workers) (CLC)	Oct.	687
McDonnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (production empls.)	Nov.	741
McDonnell Douglas Canada Ltd., Mississauga, and Auto Workers (CLC) (salaried empls.)	Nov.	743
Mack Canada Inc., Oakville Assembly Plant, Oakville and Machinists (AFL-CIO/CLC)	Nov.	745
National Auto Radiator Manufacturing Co. Ltd., Windsor and Auto Wor- kers (CLC)	May	331
Port Arthur Shipbuilding Co., Thunder Bay and Steelworkers, Painters, Plumbers, Carpenters (AFL-CIO/CLC)	Sept.	599
Port Weller Dry Docks (A Div. of Upper Lakes Shipping Ltd.), St. Catharines and Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (production empls.)	June	389
S.K.D. Manufacturing Co Ltd., Amherstburg and Auto Workers (CLC)	Nov.	747
Spar Aerospace Products Ltd., Toronto and Auto Workers (CLC)	Nov.	744
TRW Canada Ltd. (Thompson Products Div.), St. Catharines and Employees' Assn. (Ind.) (hourly rated plant empls.)	May	292
Thrush Inc., Toronto and Steelworkers (AFL-CIO/CLC)	Dec.	813
Titan Proform Company Ltd., Toronto and Auto Workers (CLC)	June	388
Wajax U.E.C. Ltd., Markham and Auto Workers (CLC)	May	291

ELECTRICAL PRODUCTS

AEL Microtel Ltd., Brockville and Electrical Workers (IUE) (AFL- CIO/CLC) (hourly rated plant empls.)	May	296
C & M Products Ltd., Markham and Steelworkers (AFL-CIO/CLC)	June	391
Canadian Admirial Corp. Ltd., Mississauga and Electrical Workers (IUE) (AFL-CIO/CLC) (hourly rated empls.)	May	294

ELECTRICAL PRODUCTS (Cont'd)

Canadian Appliance Manufacturing Co. Ltd., Hamilton and Electrical Workers (UE) (CLC) (hourly rated empls.)	June	390
Canadian Appliance Manufacturing Co. Ltd., Weston and Steelworkers (AFL-CIO/CLC) (hourly and salaried empls.)	Aug.	536
Canadian General Electric Co. Ltd., Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton and Electrical Workers (UE) (CLC) (hourly rated plant empls.)	Feb.	66
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto and Technical Engineers (AFL-CIO/CLC) (draftsmen)	Apr.	230
Canadian General Electric Co. Ltd., Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal, St. Andre and St. Augustine, Que. and the Montreal Armature Co. Ltd., Montreal, Que. and Electrical Workers (IUE) (AFL-CIO/CLC)	Mar.	138
Canwircor Inc. Simcoe and Steelworkers (AFL-CIO/CLC) (hourly rated empls.)	Mar.	141
Controls Co. Canada Ltd., St. Thomas and Steelworkers (AFL-CIO/CLC)	May	296
Electrohome Ltd., Cambridge and Electrical Workers (IBEW) (AFL-CIO/CLC) hourly rated empls.)	May	295
Electrohome Ltd., Kitchener and Electrical Workers (IBEW) (AFL-CIO/CLC) (plant empls.)	Oct.	667
Federal Pioneer Ltd., Toronto and Electrical Workers (IUE) (AFL-CIO/CLC)	Mar.	142
Ferranti-Packard Ltd. (St. Catharines Div.), St. Catharines and Steelworkers (AFL-CIO/CLC)	Apr.	232
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Township and Employees' Assn. (Ind.) (plant and distribution centre empls.)	Sept.	600
Inglis Ltd., Toronto and Steelworkers (AFL-CIO/CLC) (plant empls.)	Apr.	229
Philips Electronics Ltd. Strathroy Furniture Div., Strathroy and Christian Labour Assn. (Ind.)	Feb.	69
Phillips Cables Ltd. Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	Aug.	537
Pirelli Cables Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	May	336
RCA Ltd. Midland and Electrical Workers (IUE) (AFL-CIO/CLC)	July	464
RCA Ltd., Prescott and Electrical Workers (IUE) (AFL-CIO/CLC)	July	463
J.E. Thomas Specialties Ltd., Lindsay and Rubber Workers (AFL-CIO/CLC)	Feb.	69
Westinghouse Canada Inc. and Hamilton and Electrical Workers (UE) (CLC)	Nov.	748

NON-METALLIC MINERAL PRODUCTS

American-Standard, a div. of Wabco-Standard Ltd., Toronto and Potters (AFL-CIO/CLC)	Oct.	696
Canada Building Materials Ltd. and other Ready Mix companies, southwestern Ontario and Teamsters (Ind.)	July	491
Canada Sand Papers Ltd., Plattsville and Energy and Chemical Workers (CLC)	July	466
Canadian Carborundum Co. Ltd., Niagara Falls and Steelworkers, (AFL-CIO/CLC)	June	391
Domglas Inc., Brampton and Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	Jan.	11
Domtar Inc., Domtar Construction Materials/Gypsum Products, Calendonias and Steelworkers (AFL-CIO/CLC)	Mar.	143
Johns-Manville Canada Incorp. Port Union Plant, Toronto and Energy and Chemical Workers (CLC)	July	465

PETROLEUM AND COAL PRODUCTS

Gulf Canada Ltd., Clarkson Refinery, Mississauga and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Jan.	12
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CHEMICAL AND CHEMICAL PRODUCTS

CIL Inc., Industrial Chemicals Div., Cornwall and Steelworkers (AFL-CIO/CLC)	Feb.	99
CIL Paints Inc. (York Works), Toronto and Steelworkers (AFL-CIO/CLC)	Jan.	12
Colgate-Palmolive Canada, Toronto and Teamsters (Ind.)	July	498
Connaught Laboratories Ltd., Bolton and Toronto and Employees' Assn. (Ind.) (clerical and technical empls.)	Dec.	814
Du Pont Canada Inc., Nipissing Works, North Bay and Nipissing Independent Union (Ind.) hourly-rated empls.)	Feb.	70
Du Pont Canada Inc., Nipissing Works, North Bay and Nipissing Independent Union (hourly-rated empls.)	Dec.	814
Sterling Drug Ltd., Aurora and Energy and Chemical Workers (CLC)	June	392
Union Carbide Canada Ltd. and Printing and Graphic Communications AFL-CIO/CLC)	July	466

MISCELLANEOUS MANUFACTURING

Computing Devices Co., a div. of Control Data Canada Ltd., Ottawa and Stittsville and Employees' Assn. (Ind.) (clerical, plant and technical empls.)	Oct.	668
Cooper Canada Ltd., Toronto and Potters (AFL-CIO/CLC) (plant and warehouse empls.)	Sept.	602
Kodak Canada Inc., Brampton and Toronto and Employees' Assn. (Ind.) (production and distribution empls.)	Nov.	749
Westclox Canada Ltd., Peterborough and Electrical Workers (IUE) (AFL-CIO/CLC)	July	467
Woodbridge Foam Corp., Woodbridge and Clothing and Textile Workers (AFL-CIO/CLC)	July	468

FORESTRY

Abitibi-Price Inc. (Lakehead Woodlands Div., Iroquois Falls Woods Div., and White River Woods Div.) and Carpenters (AFL-CIO/CLC)	Nov.	750
American Can Canada Inc., Woodlands Div., Marathon and Carpenters AFL-CIO/CLC)	Dec.	815
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden and Carpenters (AFL-CIO/CLC)	Nov.	781
Great Lakes Forest Products Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC) (woods operations empls.)	Oct.	669
Kimberly Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac and Carpenters (AFL-CIO/CLC)	Nov.	752
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Carpenters AFL-CIO/CLC)	Nov.	752

MINES

Kerr Addison Mines Ltd., Virginiatown and Employees' Assn. (Ind.)	June	393
Mattabi Mines Ltd., Ignace and Steelworkers (AFL-CIO/CLC)	Sept.	602

TRANSPORTATION

Air Canada, system-wide and Cdn. Air Line Employees' Assn. (CLC) (sales dept. empls.)	Dec.	817
Air Canada, system-wide and Cdn. Air Line Flight Attendants Assn. (CLC)	Dec.	818
Air Canada, system-wide and Machinists (AFL-CIO/CLC)	May	297
Canadian Pacific Air Lines Ltd., system-wide and Machinists (AFL- CIO/CLC) (air transportation, field maintenance, shop and stores empls.)	Aug.	558
Glengarry Transport Ltd., Alexandria and Natl. Council of Canadian Labour (Ind.)	Jan.	13
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	Apr.	233
Hendrie and Co. Ltd., province-wide and Railway, Transport and Gen- eral Workers (CLC)	Jan.	14
I.C.L. International Carriers Ltd., London, Oshawa, St. Catharines and Windsor and Teamsters (Ind.) (drivers, dockmen and checkers)	May	337
Kitchener City Corp. Transit Div., Department of Supply and Services and Railway, Transport and General Workers (CLC)	June	394
London Transit Commission and Transit Union (AFL-CIO/CLC)	Nov.	753
McKinlay Transport Ltd., system-wide and Teamsters (Ind.) (general freight, drivers, dockmen, maintenance empls. and mechanics)	Feb.	70
Mississauga Transit and Transit Union (AFL-CIO/CLC)	Sept.	604
Ontario Tank Truck Companies and Teamsters (Ind.) (drivers and main- tenance personnel)	Mar.	181

COMMUNICATION

Bell Canada, Ontario and Quebec and Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	Nov.	754
Bell Canada, Ontario and Quebec and Communications Workers (CLC) (operators and dining service empls.)	Mar.	143
Northern Telephone Ltd., province-wide and Communications Workers of Canada (CLC)	June	395

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Co., Toronto and other centres and Natl. Union of Independent Gas Workers (Ind.) (office, clerical, sales and labora- tory empls.)	June	430
Consumers' Gas Co., Toronto and other centres and Nat'l. Union of Independent Gas Workers (Ind.) (service, measurement, transport, construction and maintenance empls.)	June	431
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Sept.	605
North York City Hydro Electric Commission and CUPE (CLC)	July	469
Ontario Hydro, province-wide and CUPE (CLC) (salaried and hourly rated empls.)	May	229
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Electrical Workers (IBEW) (AFL- CIO/CLC)	Sept.	635
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly-rated, clerical and technical empls.)	Feb.	72
Union Gas Ltd., southwestern Ontario and Energy and Chemical Workers (CLC) (hourly and clerical empls.)	Sept.	606

WHOLESALE TRADE

Chrysler Canada Ltd., National Parts Depot, Mississauga and Auto Workers (CLC)	Jan.	15
Samuel, Son and Co. Ltd., Mississauga and Steelworkers (AFL-CIO/CLC)	May	302
Thomas Products Corp., Ottawa and Distributive Workers (Ind.)	Mar.	182

RETAIL TRADE

Canada Safeway Ltd., Belleville, Sault Ste Marie, Toronto and other Centres and Food and Commercial Workers (full-time and part-time empls.)	Dec.	819
Dominion Stores Ltd., Amherstburg and Windsor and Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	755
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza in Waterloo Township and Retail Clerks (AFL-CIO/CLC)	Dec.	849
Dominion Stores Ltd., Sarnia and Steelworkers (AFL-CIO/CLC)	Dec.	853
Dominion Stores Ltd., Sault Ste Marie and various centres in northern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full-time and part-time retail empls.)	Dec.	846
Dominion Store Ltd., Sudbury and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full-time and part-time empls.)	Dec.	851
Dominion Stores Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Sept.	607
Dominion Stores Ltd., Toronto and various other centres throughout southern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	539
Great Atlantic & Pacific Co. of Canada Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Sept.	609
Hiway Market Ltd., Kitchener and Waterloo and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	821
Liquor Control Board of Ont. and Liquor Licence Board of Ont. and Ont. Liquor Board Employees' Union (NUPGE) (CLC)	July	470
Loblaws Ltd., Ottawa, Toronto and southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	670
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part time empls.)	Aug.	540

RETAIL TRADE

Steinberg Inc. (Miracle Food Mart Div.), various centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	544
Steinberg Inc., Miracle Food Mart Div., Toronto and Teamsters (Ind.)	Nov.	757
Steinberg Inc. (Miracle Food Mart Div.), Toronto and other centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail empls.)	Nov.	759
Sunnybrook Food Market (Keele) Ltd., province-wide and Nat'l. Council of Canadian Labour (Ind.) (part-time clerks)	July	489
Thunder Bay Grocery Stores and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	758

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corp., Toronto and CUPE (CLC) (maintenance empls.)	Aug.	560
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EDUCATION AND RELATED SERVICES

Brant County Board of Education and Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	611
Brant County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	822
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	20
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	852
Bruce County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	760
Carleton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	73
Carleton University, Ottawa and Academic Staff Assn. (Ind.)	Feb.	86
Carleton University, Ottawa and Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	Sept.	622
Dufferin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	611
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	233
Durham Board of Education and CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	Sept.	612
Durham Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	74
Durham Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	761
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	822
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	75
East York Borough Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	75
Elgin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	396
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	397
Essex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	674
Essex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	613
Etobicoke Borough Board of Education and CUPE (CLC) (caretakers, matrons and maintenance empls.)	May	302
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	614
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	675
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	145
Grey County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	472
Haldimand Board of Education and Fed. of Women Teachers' Assns. Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	77

EDUCATION AND RELATED SERVICES (Cont'd)

Halton Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	June	397
Halton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	615
Halton Board of Education and Ont. Secondary School Teachers' Fed.	June	398
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	676
Hamilton City Board of Education and CUPE (CLC) (caretaking and maintenance empls.)	Feb.	78
Hamilton City Board of Education and CUPE (CLC) (cleaners and cooking staff)	Apr.	234
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	235
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	145
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	236
Hastings County Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	May	303
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	78
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	79
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Apr.	237
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	21
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	676
Kent County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	677
Kent County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	304
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	678
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Mar.	183
Lambton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	21
Lambton County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	473
Lambton County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	398
Leeds and Grenville County Board of Education and Fed. of Women Teachers Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	616
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	338
Lincoln County Board of Education and CUPE (CLC)	Mar.	146
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Mar.	147

EDUCATION AND RELATED SERVICES (Cont'd)

Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	22
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	762
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	399
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	617
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Mar.	147
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	July	474
London City Board of Education and CUPE (CLC) (full-time and part-time empls.)	June	400
London City Board of Education and CUPE (CLC) (full-time and part-time teacher assistants and office and clerical empls.)	Sept.	617
London City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	401
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	678
McMaster University, Hamilton and Graduate Assistants Assn. (Ind.)	May	339
McMaster University, Hamilton and Service Employees (AFL-CIO/CLC)	Nov.	766
Metropolitan Toronto Library Board and CUPE (CLC) (office and clerical empls.)	Sept.	623
Metropolitan Toronto School Board and the Boards of Education for East York, Etobicoke and Scarborough and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	679
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	305
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	680
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	401
Muskoka Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	402
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Feb.	79
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	763
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	403
Niagara South Board of Education and Secretarial and Clerical Assn. (Ind.)	Mar.	148
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	618
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	619
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	305
Norfolk Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	306
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	May	306

EDUCATION AND RELATED SERVICES (Cont'd)

North York City Board of Education and CUPE (CLC) (office, clerical and technical empls.)	June	404
North York City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	148
North York City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens Niveau Secondaire (Ind.)	Nov.	764
North York Public Library Board and CUPE (CLC)	Nov.	767
Northumberland and Newcastle Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	307
Northumberland and Newcastle Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	23
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Employees (NUPGE) (CLC) (academic staff, librarians and counsellors)	Jan.	25
Ottawa Board of Education and CUPE (CLC) (office, clerical and technical empls.)	May	339
Ottawa Board of Education and Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	June	405
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	619
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	309
Oxford County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	406
Oxford County Board of Education and Fed. of Women Teachers, Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	823
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	310
Peel Board of Education and Custodian and Maintenance Employees' Assn. (Ind.)	Feb.	80
Peel Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	23
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	150
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	407
Perth County Board of Education and Ont. Secondary School Teachers Fed. (Ind.)	June	407
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	80
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	620
Peterborough County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	620
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	May	310
Queen's University, Kingston and CLC Directly Chartered	July	475
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Aug.	556
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	556
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	237

EDUCATION AND RELATED SERVICES (Cont'd)

Ryerson Polytechnical Board of Governors, Toronto and Graduate Assistants (Ind.) (part-time and sessional instructors)	Mar.	155
Sault Ste. Marie and Area Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	825
Sault Ste. Marie Board of Education and CUPE (CLC)	Feb.	81
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	681
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	621
Scarborough Borough Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	May	311
Scarborough Borough Board of Education and CUPE (CLC) (part-time and maintenance empls.)	May	311
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	82
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	765
Simcoe County Board of Education and OPSEU (NUPGE) (CLC)	Jan.	24
Simcoe County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	766
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	407
Stormont, Dundas & Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	631
Stormont, Dundas & Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	150
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	83
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	312
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	408
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	238
Toronto City Board of Education and CUPE (CLC) (chief caretakers and stationary engineers)	May	330
Toronto City Board of Education and CUPE (CLC) (chief caretakers and stationary engineers)	Dec.	825
Toronto City Board of Education and CUPE (CLC) (elementary school, office and clerical empls.)	May	313
Toronto City Board of Education and CUPE (CLC) (non-teaching empls.)	Apr.	239
Toronto City Board of Education and Educational Assistants Assn.	June	408
Toronto City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	240
Toronto City Board of Education and Toronto Building and Construction Trades Council (AFL-CIO/CLC)	Mar.	151

EDUCATION AND RELATED SERVICES (Cont'd)

Toronto Metropolitan Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	241
Toronto Public Library Board and CUPE (CLC)	Jan.	35
Toronto Public Library Board and CUPE (CLC)	Oct.	684
University of Guelph and CUPE (CLC) (trades, service and maintenance empls.)	May	315
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	409
University of Ottawa and Professors Assn. (Ind.) (professors, language teachers, professional counsellors and librarians)	Apr.	244
University of Toronto (Libraries) CUPE (CLC) (non-professional empls.)	Feb.	86
University of Toronto and Graduate Assistants' Assn. (Ind.) (graduate and undergraduate students employed as part-time faculty)	Mar.	156
University of Toronto and Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	May	316
University of Waterloo and CUPE (CLC) (plant operations and food service empls.)	July	493
University of Western Ontario Board of Governors, Physical Plant Department, London and CUPE (CLC)	Sept.	636
University of Windsor and Faculty Assn. (Ind.)	Mar.	157
University of Windsor and Service Employees (AFL-CIO/CLC)	Aug.	545
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.)	Jan.	25
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.)	Oct.	682
Waterloo County Board of Education and Non-Academic Staff Assn. (Ind.)	Sept.	636
Waterloo County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	152
Welland County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	242
Wellington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	153
Wellington County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	83
Wellington County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	243
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	621
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	632
York Borough Board of Education and CUPE (CLC)	July	492
York Borough Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	85
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Mar.	154
York County Board of Education and CUPE (CLC) (service and maintenance empls.)	Mar.	155
York County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	314
York County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	409

EDUCATION AND RELATED SERVICES (Cont'd)

York University, Toronto and Cdn. Union of Educational Workers Ind. (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students)	Oct.	682
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	May	340
York University, Toronto and Faculty Assn. (Ind.) (academic staff empls.)	Jan.	27
York University, Toronto and Graduate Assistants' Assn. (Ind.) (part-time faculty unit 1, Graduate Students and unit 2 Non-Graduate Students)	Jan.	27
York University, Toronto and Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Oct.	683

HEALTH AND WELFARE SERVICES

Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital and Wellesley Hospital, Toronto and Service Employees AFL-CIO/CLC) (office and clerical empls.)	Sept.	624
Belleville General Hospital and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Aug.	557
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees' Assn. (Ind.)	Mar.	163
Catholic Children's Aid Society of Metropolitan Toronto and CUPE (CLC)	June	412
Chedoke-McMaster Hospital, Hamilton and CUPE (CLC)	Mar.	178
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Sept.	633
Halton Regional Municipality and Cdn. Union of Operating Engineers (CCU)	Aug.	547
Mount Sinai Hospital, Toronto and Ont. Nurses' Assn. (Ind.)	Oct.	690
Mount Sinai Hospital, Toronto and Service Employees (AFL-CIO/CLC)	May	332
North Bay Civic Hospital and CUPE (CLC)	Apr.	245
North York General Hospital and Ont. Nurses' Assn. (Ind.)	Oct.	689
Northwestern General Hospital, Toronto and Ont. Nurses' Assn. (Ind.)	July	475
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.) (internes and residents)	Nov.	768
Ottawa General Hospital and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	Apr.	245
Peel Memorial Hospital, Brampton and Ont. Nurses' Assn. (Ind.)	Jan.	28
Pembroke General Hospital and CUPE (CLC)	Mar.	179
Peterborough Civic Hospital and CUPE (CLC)	June	432
Peterborough Civic Hospital and Ont. Nurses' Assn. (Ind.)	Feb.	87
Queensway General Hospital, Toronto and Ont. Nurses' Assn. (Ind.)	Aug.	546
Riverdale Hospital, Toronto and CUPE (CLC) (nurses and non-medical empls.)	Jan.	29
Riverside Hospital, Ottawa and Cdn. Union of Operating Engineers (CCU)	Oct.	702
St. Joseph's Hospital, London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Feb.	88
St. Joseph's Hospital, London and Service Employees (AFL-CIO/CLC)	Nov.	768
Salvation Army Grace Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Dec.	826
Sault Ste. Marie General Hospital and Ont. Nurses' Assn. (Ind.)	Mar.	184
Scarborough Centenary Hospital Assn. and Ont. Nurses' Assn. (Ind.) (nurses full and part-time)	Mar.	159
Scarborough General Hospital and Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	July	476

HEALTH AND WELFARE SERVICES (Cont'd)

Scarborough General Hospital and OPSEU (NUPGE) (CLC)	Jan.	31
Stratford General Hospital and Ont. Nurses' Assn. (Ind.)	June	410
Sudbury General Hospital of the Immaculate Heart of Mary and Ont. Nurses' Assn. (Ind.)	Mar.	160
10 Southwestern Ontario Hospitals and McCormick Home for the Aged and Service Employees (AFL-CIO/CLC)	June	411
13 Southwestern Ontario hospitals and Service Employees (AFL-CIO/CLC)	Mar.	161
29 Ontario Hospitals and Cdn. Operating Engineers (CCU)	Dec.	827
Thunder Bay City Corp. (Grandview Lodge and Cumberland Hall and Dawson Court Homes for the Aged) and Service Employees, (AFL-CIO/CLC)	Apr.	247
Toronto East General & Orthopaedic Hospital Inc. and Ont. Nurses' Assn. (Ind.)	Jan.	31
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Home Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd. and CUPE (CLC)	July	498
University Hospital, London and Service Employees (AFL-CIO/CLC)	Mar.	162
Victoria Hospital Corp., London and Service Employees, (full-time non-medical empls.)	Apr.	246
Victoria Hospital Corp., London and Service Employees (AFL-CIO/CLC) (service and maintenance empls. part-time)	May	333
Welland County General Hospital and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	May	316
Wellesley Hospital, Toronto and Ont. Nurses' Assn. (Ind.)	Jan.	32
Women's College Hospital, Toronto and Ont. Nurses' Assn. (Ind.)	Jan.	33

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Mutuel Department, Standardbred Race Operations, province-wide and Service Employees (AFL-CIO/CLC)	Feb.	88
Ontario Jockey Club, Mutuel Department, Thoroughbred Race Operations, province-wide and Service Employees (AFL-CIO/CLC)	Feb.	89
Toronto Commercial Film Producers Assn. and Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	July	489

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River and Atomic Energy Allied Council (AFL-CIO/CLC)	May	317
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and Public Service (PSAC) (CLC) (drafting and illustrating employees)	June	413
Atomic Energy of Canada Ltd., Research Co., Chalk River and Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	June	434
Atomic Energy of Canada Ltd., (Research Co.), Chalk River and Cdn. Labour Congress (CLC)	July	479
Atomic Energy of Canada Ltd., (Research Co.), Chalk River and Office Employees (AFL-CIO/CLC)	July	478
Brink's Canada Ltd., province-wide and Teamsters (Ind.)	Dec.	828
Canadian Standards Assn., Toronto and CUPE (CLC)	Aug.	548
Tele-Direct (Publications) Inc., Ontario and Quebec and Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	Nov.	769

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	July	480
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	Dec.	855
Maple Leaf Village Investments Inc., Niagara Falls and Hotel Employees (AFL-CIO/CLC)	May	319

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) and Cdn. Union of Postal Workers (CLC) (inside post office empls.)	June	414
Government of Canada (Treasury Board) and Cdn. Union of Professional and Technical Employees (CUPTÉ) (Ind.) (translation group empls.)	Dec.	829
Government of Canada (Treasury Board) and Council of Graphic Arts Union (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	May	320
Government of Canada (Treasury Board) and Economists' and Sociologists and Statisticians' Assn. (Ind.)	Dec.	830
Government of Canada (Treasury Board) and Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	Aug.	549
Government of Canada (Treasury Board) and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Mar.	163
Government of Canada (Treasury Board) and Postal Officials (Ind.) (postal supervisors)	Sept.	625
Government of Canada (Treasury Board) and Professional Institute PIPS (Ind.) (commerce group)	July	481
Government of Canada (Treasury Board) and PIPS (Ind.) (defence scientific service group)	Mar.	185
Government of Canada (Treasury Board) and PIPS (Ind.) (defence scientific service group)	Dec.	831
Government of Canada (Treasury Board) and PIPS (Ind.) (engineering and land survey group)	Aug.	551
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group empls.)	Dec.	832
Government of Canada (Treasury Board) and PIPS (Ind.) (nursing group)	Aug.	552
Government of Canada (Treasury Board) and PIPS (Ind.) (physical sciences group)	Oct.	684
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group empls.)	Dec.	833
Government of Canada (Treasury Board) and Public Service Alliance (PSAC) (CLC) (administrative services group)	July	481
Government of Canada (Treasury Board) and PSAC (CLC) (auditing group)	Mar.	164
Government of Canada (Treasury Board) and PSAC (CLC) (clerical and regulatory empls.)	Oct.	685
Government of Canada (Treasury Board) and PSAC (CLC) (correctional group supervisory and non-supervisory)	Mar.	165
Government of Canada (Treasury Board) and PSAC (CLC) (data processing empls.)	Sept.	625
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group empls.)	Dec.	834
Government of Canada (Treasury Board) and PSAC (CLC) (education group)	Mar.	166
Government of Canada (Treasury Board) and PSAC (CLC) (financial administration group empls.)	Dec.	834

FEDERAL ADMINISTRATION (Cont'd)

Government of Canada (Treasury Board) and PSAC (CLC) (firefighters, supervisory and non-supervisory)	June	415
Government of Canada (Treasury Board) and PSAC (CLC) (information services group)	Aug.	553
Government of Canada (Treasury Board) and PSAC (CLC) (library science group)	Nov.	769
Government of Canada (Treasury Board) and PSAC (CLC) (office equipment operations group)	July	482
Government of Canada (Treasury Board) and PSAC (CLC) (programme administration group)	June	416
Government of Canada (Treasury Board) and PSAC (CLC) (purchasing and supply group)	July	483
Government of Canada (Treasury Board) and PSAC (CLC) (secretarial, stenographic and typing group)	June	416
Government of Canada (Treasury Board) and (CLC) (welfare programme group)	June	417
National Research Council of Canada, Canada-wide and Professional Institute of the Public Service of Canada (PIPS) (Ind.) (professional and scientific category) (research officers and research council officers)	Nov.	770
National Research Council of Canada, Canada-wide and Research Council Employees Assn. (Ind.) (technical category empls.)	Nov.	770

PROVINCIAL ADMINISTRATION

Ontario Government and Ont. Provincial Police Assn., Inc. (Ind.) (cadets and police officers)	May	321
Ontario Government and Ont. Provincial Police Employees' Union (NUPGE) (CLC)	July	484
Ontario Government and Ontario Public Service Employees' (NUPGE) (CLC) (administrative services category)	Feb.	89
Ontario Government and OPSEU (NUPGE) (CLC) (clerical services category)	Mar.	169
Ontario Government and OPSEU (NUPGE) (CLC) (correctional services category)	Feb.	90
Ontario Government and OPSEU (NUPGE) (CLC) (general operational services category empls.)	Sept.	626
Ontario Government and OPSEU (NUPGE) (CLC) (maintenance services category)	Nov.	772
Ontario Government and OPSEU (NUPGE) (CLC) (Institutional Care category)	July	485
Ontario Government and OPSEU (NUPGE) (CLC) (office services category)	Mar.	169
Ontario Government and OPSEU (NUPGE) (CLC) (scientific and professional services category)	Jan.	34
Ontario Government and OPSEU (NUPGE) (CLC) (technical services category)	Apr.	249

LOCAL ADMINISTRATION

Brampton City Corp. and CUPE (CLC)	Nov.	773
Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	June	418
Durham Regional Municipality and CUPE (CLC)	Sept.	627

LOCAL ADMINISTRATION (Cont'd)

Etobicoke Borough Corp. Parks and Recreation Services Dept. and Recreation Section and CUPE (CLC) (part-time empls.)	July	486
Halton Regional Board of Commissioners of Police and Police Assn. (Ind.)	Oct.	691
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Mar.	170
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Feb.	91
Hamilton City Corp. and Firefighters (AFL-CIO/CLC)	Mar.	170
Hamilton-Wentworth Regional Board of Commissioners of Police and Police Assn. (Ind.) (police officers)	Nov.	774
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (inside empls.)	Mar.	171
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (outside empls.)	Feb.	91
Kitchener City Corp. and (Public Works & Parks & Recreation) and CUPE (CLC)	Feb.	92
Kitchener City Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	854
London City Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	171
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (police officers)	June	419
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (police officers)	Sept.	627
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	July	486
Niagara Falls City Corp. and CUPE (CLC)	Feb.	93
Niagara Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	94
Niagara Regional Municipality and CUPE (CLC)	Feb.	95
North Bay City Corp. and CUPE (CLC)	June	419
North York City Corp. and CUPE (CLC) (inside empls.)	Feb.	95
North York City Corp. and CUPE (CLC) (outside empls.)	Feb.	96
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	97
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	835
Ottawa City Corp. and Police Assn. (Ind.)	Sept.	628
St. Catharines City Corp. and CUPE (CLC)	Mar.	172
Scarborough Borough Corp. and CUPE (CLC) (office, clerical and technical empls.)	Mar.	173
Scarborough Borough Corp. and CUPE (CLC) (outside empls.)	Mar.	173
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	836
Sudbury City Corp. and CUPE (CLC) (outside empls., office clerical and technical empls. and transit section)	Jan.	34
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	249
Sudbury Regional Municipality and Sudbury Social Services Administration Board and CUPE (CLC)	Feb.	97
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	98
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	May	322
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Mar.	174
Toronto City, Metropolitan Toronto and Metropolitan Toronto Licensing Commission and CUPE (CLC)	Mar.	175
Toronto City Corp. and Fire Fighters (AFL-CIO/CLC)	June	420
Waterloo Regional Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	176

LOCAL ADMINISTRATION (Cont'd)

Windsor City Board of Commissioners of Police (Unit A) and Police Assn. (Ind.)	Mar.	177
York Borough Corp. and Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	July	487
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	322

CONSTRUCTION

Architectural Glass and Metal Contractors Assn., province-wide and Ont. Council, Painters (AFL-CIO/CLC) (glaziers-commercial, industrial and institutional construction)	Oct.	693
Boilermaker Contractors' Assn., Canada-wide and Boilermakers (AFL-CIO/CLC)	Nov.	780
Canadian Automatic Sprinkler Assn., province-wide and Plumbers (AFL-CIO/CLC)	June	421
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ont. General Contrs. Assn., the Acoustical Assn. of Ont., the Resilient Flooring Contrs. Assn. of Ont., the Caulking Contrs. Assn. of Ont., the Industrial Contrs. Assn. of Canada and the Interior Systems Contrs. Assn. of Ont., province-wide and Carpenters (ALF-CIO/CLC) Ontario Provincial Council (commercial, industrial and institutional construction)	Dec.	837
Construction Site Teamster, Employer Bargaining Agency, province-wide and Teamsters (Ind.) (commercial, industrial and institutional construction)	Oct.	692
Heavy Construction Assn. of Ont. and Carpenters (AFL-CIO/CLC)	Nov.	779
Industrial Contractors Assn. of Canada, Ont. Genl. Contrs. Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ont. and Structural Iron Workers (AFL-CIO/CLC) (rodmen, commercial, industrial and institutional construction)	Oct.	697
Interior Systems Contractors Assn. of Ontario and Carpenters (AFL-CIO/CLC)	May	324
London and District Road and Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Apr.	250
Metropolitan Toronto House Wreckers' Assn. and Labourers (AFL-CIO/CLC) (wrecking labourers)	July	500
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CLC)	Apr.	251
Metropolitan Toronto Road Builders' Assn. and Int'l. Operating Engineers (AFL-CIO/CLC)	May	323
Metropolitan Toronto Road Builders' Assn. and Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	June	435
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Int'l. Operating Engineers (AFL-CIO/CLC)	May	324
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	July	493
National Capital Road Builders Assn. and Int'l. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	June	421
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction)	June	422
Ontario Assn. of Millwrighting Contractors and Millwright District Council and Carpenters (AFL-CIO/CLC)	May	325

CONSTRUCTION (Cont'd)

Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	July	496
Ontario General Contractors Assn. Labour Relations Bureau, Industrial Contractors Assn. of Canada and Waterproofing Contractors Assn. of Ont.; and Concrete Floor Contractors Assn. of Ont. and Plasterers AFL-CIO/CLC) (cement masons)	Apr.	251
Ontario General Contractors Assn. Labour Relations Bureau and Walls and Ceiling Contractors Assn. and Ont. Provincial Conference, Plasterers (AFL-CIO/CLC)	Mar.	177
Ontario Hydro, province-wide (clerical office employees of the Construction Field Forces of the Generation Projects Div., and the Lines and Stations Construction Dept. of the Transmission Systems Div.) and Office Employees (AFL-CIO/CLC)	Oct.	687
Ontario Masonary Industry Employers Council and Bricklayers (AFL-CIO/CLC) (bricklayer, stonemasons and plasterers)	Nov.	778
Ontario Master Insulators' Assn., Inc. (Construction Agreement) and Asbestos Workers (AFL-CIO/CLC)	Oct.	704
Ontario Painting Contractors Assn. Ont. Acoustical Assn. and Interior Systems Contractors Assn. and Painters (AFL-CIO/CLC)	Sept.	629
Ontario Precast Concrete Manufacturers Assn. and Labourers (AFL-CIO/CLC) (erectors and finishers of precast concrete products)	Oct.	701
Ontario Refrigeration and Air Conditioning Contractors' Assn. and Plumbers (AFL-CIO/CLC)	Apr.	252
Ontario Sheet Metal and Air Handling Group and Sheet Metal Workers (AFL-CIO/CLC)	Nov.	775
Ontario Terrazo, Tile and Marble Guild, Inc. and Ont. Provincial Conference, Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers)	Sept.	638
Operating Engineers Employers Agency (Crane and Equip. Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work, and Survey Work), province-wide and Int'l. Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	May	325
Ottawa Mechanical Contractors Assn. and Renfrew County Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC) (Residential Sector)	Oct.	699
Residential Sheet Metal Contractors Organization, Toronto area and Sheet Metal Workers (AFL-CIO/CLC)	June	423
Roofing Employer Bargaining Agency of the Ontario Industrial Roofing Contractors' Assn. and Sheet Metal Workers (AFL-CIO/CLC)	Dec.	844
Thunder Bay Construction Assn. Incorp. (General Contractors' Div. and Cement Finishers' Div.) and Carpenters (AFL-CIO/CLC)	July	488
Thunder Bay Construction Assn. and Carpenters (AFL-CIO/CLC)	Apr.	250
Toronto Heavy Construction Assn. (Heavy Construction and TTC Subway Agreement and Field Precast Manufacturing Operations) and Labourers (AFL-CIO/CLC)	July	495
Toronto Masonry Contractors' Assn. Inc. and Bricklayers, Masons Independent Union of Canada (CCU) (journeymen bricklayers and stonemasons and bricklayers' assistants)	June	423
Toronto Mechanical Contractors Assn., Metropolitan Plumbing and Heating Contractors Div., Residential Sector and Plumbers (AFL-CIO/CLC)	Oct.	700
The Utility Contractors Assn. of Ont. and Labourers (AFL-CIO/CLC)	Aug.	554
Windsor Heavy Construction Assn. and Teamsters (Ind.), Labourers AFL-CIO/CLC) and Int'l. Operating Engineers (AFL-CIO/CLC)	May	333

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